

FAMILIA  
**TORRES**

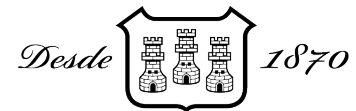


**SUSTAINABILITY REPORT**  
**2022**





FAMILIA  
**TORRES**



**VITALITY**



**RESPECT**



**EXCELLENCE**



**COOPERATION**



**CURIOSITY**



No sooner had we thought that we had overcome the difficulties of recent years, but the present has surprised us once again. 2022 was a complex year, marked by high inflation and rising energy and raw material costs, exacerbated by the war in Ukraine, which have impacted all companies and society in general.

Our strength as a family business is being able to overcome temporary difficulties without losing direction, looking to the long term and making decisions based on our values, innovating and adapting to the consumer. Our partners once again demonstrated their commitment, tenacity and ability to adapt to changes, and to progress, showing themselves to be a strong team from the vineyard to the point of sale. And for that I am immensely grateful.

Our commitment to society and the environment is still more alive than ever, and these are facets that our customers and consumers value, in addition to the strength of our brands. The Familia Torres Foundation, which my daughter Mireia runs, is doing some excellent work to help society, although it is the fight against climate emergency where we are allocating the greatest resources. We are aware that the gradual increase in temperatures is unstoppable due to our continuing significant dependence on fossil fuels, but we are doing everything possible to contribute to reducing greenhouse gases. Because we live off the land.

A vineyard is somewhat similar to the canaries that miners used to take with them going down the mines when there was a danger of firedamp: if the canary suffocated, the miners had to reach the surface quickly. We are observing and suffering the consequences of climate change long before any other sector. Storms are stronger, droughts are more extreme, spring frosts and heatwaves are becoming more frequent. We have been seeing it for some years, but in 2022 all records have been broken and viticulture is becoming increasingly challenging.

We are continuing to adapt to the new climate conditions thanks to high-altitude vineyards, the most resistant ancestral varieties and the viticultural techniques that permit us to put back ripening and harvesting dates. And we are also continuing to intensify our efforts to reduce CO<sub>2</sub> emissions. Every year we are a little closer to reaching our goal of being a net zero emissions winery by 2040.

This year we have installed more solar PV panels for self-consumption at our facilities, and together with other investments that we have planned and the energy that we generate from biomass and other renewable sources, this will allow us, in the future, to cover 50% of our energy needs at the Familia Torres Penedès winery.

We are making progress with reforestation projects since trees are the best solution for capturing carbon. Also, the implementation of regenerative viticulture will, in addition to improving soil quality, make it possible to store atmospheric carbon. Moreover, mention should also be made of the cooperation that is taking place through International Wineries for Climate Action and the Association of Regenerative Viticulture, which is facilitating the sharing of knowledge and experience with a view to achieving more rapid advances in this field.

None of the efforts made to curb the climate crisis will ever be sufficient. The wine industry is an enthralling world, because wine is the fruit of nature and is part of our history, culture and gastronomy. We must preserve it at all costs.

*Miguel A. Torres*

## Our 2022

**26**

Wine-growing regions

**112**

Countries in which we have a presence

**3**

Wineries open to tourism

**6**

Gastronomic venues

**83**

Wine brands

**12**

Spirits brands

**15**

Food brands

**10**

Ancestral grape varieties recovered and officially approved

**1,147**

Employees\*

**34%**

Women

**91%**

Indefinite-term contracts

**10,731**

Hours of training provided

**€ 1,911,504**

Environmental investments

**65%**

Hectares managed subject to ecological regulations

**36%**

Miguel Torres Chile's current reduction of CO<sub>2</sub> emissions per bottle from 2008 to 2022

**24%**

Miguel Torres Chile's current reduction of CO<sub>2</sub> emissions per bottle from 2018 to 2022

**99%**

Renewable materials

**70%**

Recycled non-organic materials

**98%**

Waste managed through recovery

**50**

Electric vehicle charging points

**94%**

Local suppliers

**1.17M \$**

Contribution to Fair Trade projects since 2010

**465,190 €**

Sponsorships and collaborations

**80,646 €**

Contributions to foundations and non-profit entities



**'#1 WORLD'S MOST ADMIRED WINE BRAND 2022'**

Familia Torres

Drinks International



**'WORLD'S BEST VINEYARDS'**

Familia Torres is ranked among the best vineyards in the world for the fourth consecutive year

World's Best Vineyards 2022

\*Year-end headcount.



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### VITALITY

Members of Familia Torres  
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### RESPECT

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### EXCELLENCE

The highest standards of quality  
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Defending human rights  
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# ABOUT US

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## Who we are

Rooted in the Penedès winemaking tradition for more than four centuries, Familia Torres founded its winery in Vilafranca del Penedès in 1870. Since then, the five generations involved in developing the business have passed on their passion for winemaking from one generation to the next, from a position of respect for the land and tradition and a firm commitment to innovation.

Thus, throughout a century and a half of experience, Familia Torres has preserved its identity as a family winery and has been able to endow its wines and brandies with international prestige, with the focus now placed on making small production wines from unique vineyards, farms with history, and on the recovery of ancestral varieties in order to adapt to climate change.

### MISSION

“ We are a dedicated team of professionals with a common goal: from the land to the table we want to create exceptional wines and spirits and foster unforgettable experiences in every corner of the world.

As a family business, we pass on values of excellence from generation to generation and firmly believe in social, environmental and economic sustainability, uniting the traditions we have inherited with constant innovation to lead the future.”

### VISION

“ Our vision is of a world in which life is celebrated, the land is cared for and our legacy is handed down to future generations.”



## Our DNA

### People

Our greatest asset: more than 1,100 employees around the world.



### Fair Trade

We help our winegrowers to earn a dignified livelihood.



### Our customers

We are present in more than one hundred markets. We fulfil our customers' needs with products tailored to the various channels.



### About the consumer

We offer unique wine tourism and gastronomic experiences in our vineyards and interact with consumers through social media.



### Ecology

Our commitment to the Earth by 2030: to achieve a 60% reduction in CO<sub>2</sub> emissions per bottle with respect to 2008 (Miguel Torres).



### Giving back to society

Our tax domicile is located in Spain and each year our Foundation helps people in need.



### R&D&I

We conduct constant research to obtain distinctive, premium quality products, with the same exacting standards as always.



### A unique family

"The more we care for the earth, the better our wines."





## Historical Familia Torres estates and wineries

The most precious treasure of Familia Torres are its historical estates, privileged locations whose exceptional geoclimatic conditions allow the grape to reach a genuine pinnacle of quality and produce wines with a defined personality and hedonistic style. Today we have **1,600 hectares** distributed among **26 appellations of origin** in Spain and Chile. We also have **10 wineries** in the two countries. We make wines covered by the following appellations of origin:

### SPAIN

DO Penedès  
DOQ Priorat  
DO Conca de Barberà  
DO Costers del Segre  
DO Montsant  
DO Empordà  
DO Terra Alta  
DO Catalunya  
DO Ribera del Duero  
DOC Rioja  
DO Rueda  
DO Rías Baixas

### CHILE

DO Valle del Curicó  
DO Valle del Maule  
DO Empedrado  
DO Valle del Limarí  
DO Valle de Casablanca  
DO Valle del Maipo  
DO Valle del Cachapoal-Peumo  
DO Valle de Colchagua  
DO Maule Costa  
DO Valle Central  
DO Secano Interior – Valle del Itata  
DO Coelemu – Valle del Itata  
DO Secano Interior – Valle del Biobío  
DO Valle de Osorno



**MAS LA PLANA**  
(DO PENEDEÈS)



**MAS DE LA ROSA**  
(DOQ PRIORAT)



**JEAN LEON**  
(DO PENEDEÈS)



**GRANS MURALLES**  
(DO CONCA DE BARBERÀ)



**EMPEDRADO**  
(CHILE)



**PURGATORI**  
(DO COSTERS DEL SEGRE)



**'#1 WORLD'S MOST ADMIRABLE WINE BRAND 2022'**

Familia Torres

Drinks International



**'WORLD'S BEST VINEYARDS'**

Familia Torres is ranked among the best vineyards in the world for the fourth year running

World's Best Vineyards 2022



**Qualified Estate Wines**

Jean Leon receives the highest distinction possible for 4 of its wines

Generalitat de Catalunya



## The fruits of our work

### WINE

By passing down our knowledge from one generation to the next, we have developed a wide range of wines to satisfy the needs and expectations of the market and consumers. The constant search for excellence and innovation allows us to offer a unique experience to wine lovers everywhere.

The vineyards we own have a wide variety of soil types, climates and varieties of grape, enabling us to produce wines that are genuine expressions of the places from which they originate. In addition to our own vineyards in the main appellations of origin in Spain and Chile, we make wines from other regions to expand our product range.

In line with our commitment to the environment, we work with great respect for the land, applying the principles of ecological and regenerative wine growing in the vast majority of our vineyards. Moreover, aware of the growing demand for healthy eating, we seek excellence in our wines and encourage the consumption of wine in moderation.

#### ORGANIC WINES

All our organic wines comply with the most stringent global standards: the EU Euro Leaf legislation for wines sold in the EU market and the US National Organic Program (NOP) for the rest of the world.

**29**

Brands with organic wines

**+11.5%**

vs. 2021

#### VEGAN WINES

In response to the growing demand from our consumers, we have developed a wide variety of vegan wines. In addition, we are committed to continuing to expand our range of vegan products, and we are working to obtain the V-label seal, the registered symbol of the European Vegetarian Union for more of our wines.

**35**

Brands with vegan wines

**+9.4%**

vs. 2021







## The fruits of our work

New wines in 2022



Ohla Muscat

GB-21 (Experimental)

Vardon Kennett Rosé de Mar

Almodo

### NEW WINES

The aforementioned constant quest for excellence and innovation in all facets of the wine making process allows us to stay at the cutting edge of new trends with the periodic launch of new wines. In 2022 we launched four new wines:

**Ohla Muscat:** smooth and slightly effervescent on the palate, with a delicate aroma of orange blossom and Reinette apple leading to an exquisitely citric finish.

**GB-21 (Experimental):** a tribute to the most intuitive, experimental and determined version of Jean Leon. A varietal white hand-made Garnacha, which shows the potential of this autochthonous variety that is so deeply rooted in our area. An exclusive wine of which only 3,034 bottles have been produced.

**Vardon Kennett Rosé de Mar:** a very limited production rosé, a sparkling vintage and long aging wine, which stands out for its elegance and freshness thanks to the altitude of the vineyards where the grapes are grown and the meticulous selection of those grapes.

**Almodo:** a wine with a 100% organic blend from an exclusive selection of vineyards located in the Maule Valley. It is a blend of four varieties, two of which are Touriga Nacional and Tempranillo, noble varieties of grape that are still relatively little known in Chile.



## The fruits of our work



**Purgatori (2019)**  
91 points  
Decanter



**Grans Muralles (2018)**  
95 points  
Decanter



**Milmanda (2019)**  
93 points  
James Suckling



**Mas La Plana (2018)**  
93 points  
Wine Advocate



**Secret del Priorat (2019)**  
93 points  
IWC



**Clos Ancestral (2020)**  
95 points  
IWC



**Celeste Crianza (2019)**  
92 points  
James Suckling



**Vardon Kennett (2014)**  
92 points  
Wine Enthusiast



**Jean Leon Vinya La Scala (2015)**  
92 points  
Guía Peñín



**Cordillera Sauvignon Blanc (2020)**  
97 points  
Decanter



**Manso de Velasco (2018)**  
94 points  
Tim Atkin



**Escaleras de Empedrado (2018)**  
94 points  
Tim Atkin



## The fruits of our work

### BRANDY, THE ART OF DISTILLING

Juan Torres Master Distillers is the division dedicated to the production of Familia Torres spirits. Its rich legacy dates back to 1928, when Juan Torres Casals (a second generation family member) began to make matured brandy aged in oak from the best white wines of the Penedès region (Barcelona) in order to achieve its characteristic taste.

Ever since, we have worked tirelessly on perfecting the art of distillation, in pursuit of excellence in each of our distilled wines, which are renowned for their quality and character. While our brandies and spirits remain true to our roots and the traditional method of production, they are constantly being adapted to the changing times and the demands of consumers seeking unique and singular leisure time experiences.

Once again in 2022 Torres Brandy was the leading brand of Spanish brandy imported globally, with a market share\* of 54% in terms of volume and of 56% in monetary terms.



Torres 10  
Smoked Barrel

Torres 10

Torres Alta Luz



#### Torres Brandy

#1 BEST SELLING BRAND  
#1 TOP TRENDING BRAND  
In the Brandy category

Drinks International  
"2022 Annual Brands Report"



\*Source: IWSR.



## The fruits of our work



### FOOD

At Familia Torres, we also engage in the gourmet production of oil and vinegar, which allows us to strengthen the connection between the world of wine and cuisine.

Our oils are made from hundred-year-old olive trees, mainly of the Arbequina variety, which grow at the Purgatori estate, situated in the heart of Les Garrigues (Lleida).

In addition to our own production of oils and vinegars, we also import and distribute gourmet products of European brands that stand out for their delicacy and superior quality. These products are key to achieving a perfect pairing with our wines and spirits.



**Purgatori Olive Oil**  
Gold Award en NYIOOC  
World Olive Competition

International Olive Oil Council



**Eterno Olive Oil**  
Gold Award en NYIOOC  
World Olive Competition

International Olive Oil Council







## Wine tourism and hospitality: spreading the word about the culture of wine

Wine tourism helps us every day to spread the culture of wine and at the same time transmit the family legacy and the essence of its history that began more than 150 years ago. Familia Torres offers a wide range of wine and gastronomic experiences to enjoy wine from its origin, in an incomparable setting surrounded by vineyards.

We host tours for individuals, groups and corporate events:

- Guided tours at Familia Torres Penedès, Jean Leon and Miguel Torres Chile wineries
- Pairing, tasting and gastronomic experiences with local products
- Walks and tours through our vineyards
- Unique experiences such as our Dinner under the Stars, Grape Harvesting Festival and Sant Joan's Eve Celebration

We also have a wine club, **Familia Torres WineClub**, through which we offer members a range of different wines each quarter, as well as special benefits and exclusive events.

### SUSTAINABLE TOURISM

Our mission is to ensure that tourism takes place in a respectful manner and, therefore, we have a **Responsible Tourism Policy** that reflects our commitment to sustainable and respectful practices at an environmental and social level. We focus on energy efficiency, universal accessibility and seek to reduce our impact on local communities in all our wine tourism activities.



BIOSPHERE

#### Biosphere

Visitors' centres of the Familia Torres Penedès winery and Jean Leon



#### Safe travels

Visitor centre of the Familia Torres Penedès winery



#### Miguel Torres Chile visitors' centre

"Best wine tourism experience in the Maule region"

Chile 2022 wine tourism award



#### Pacs del Penedès visitors' centre

"Best winery shop"

International Wine Challenge Merchant Awards Spain 2022





## Wine tourism and hospitality: spreading the word about the culture of wine

Motivated by the ambition to promote memorable experiences from the land to the table, Familia Torres perceives cuisine as an opportunity to promote the culture of wine hand in hand with gastronomy based on hedonism taken in a positive sense. We are committed to associating wine with gastronomy by offering unique and memorable experiences with the aim of making a catering proposal based on excellence and quality known.

In 2022 we offered gastronomic experiences at our current catering venues:



### JARDÍ RESTAURANT EL CELLERET

Pacs del Penedès, Spain

Local Mediterranean cuisine nearby the vineyard



**Biosphere**

Sustainable tourism certification

### MAS RABELL

Sant Martí Sarroca, Spain

An unparalleled location surrounded by vineyards, ideal for corporate and private events.

### EL PETIT CELLER

Barcelona, Spain

Wine shop with a catalogue of more than 3,000 wines and a wine bar with a wide selection of wines available by the glass.

### EL PETIT CELLER

Sant Pere de Ribes, Spain

**NEW!**

Shop and restaurant area with a catalogue of more than 500 wines and a wide range of wines available by the glass.

### RESTAURANTE DE VINOS MIGUEL TORRES

Curicó, Chile



**100k certification**

Sustainable cuisine: promoting use of local ingredients

Gastronomic menu focused on the variety and richness Chilean land has to offer.

### LA BODEGUITA

Santiago de Chile, Chile

Rediscovered and revives traditional Chilean cuisine, achieving a balance between wine and gastronomy.





## Value generated and distributed

At Familia Torres we are guided by our mission to take care of the land and people through winemaking, merging tradition with innovation to make a contribution to sustainability and social and environmental well-being. For this reason, our value chain for the production and marketing of our products and services aims to create value to be shared with all our stakeholders, thereby having a positive impact on society and the planet.

### INPUTS

#### FINANCIAL CAPITAL

€ 22,628,000

#### ASSETS

€ 408,090,000

#### GRANTS

€ 846,000

#### HUMAN CAPITAL

1,135 employees\*

#### SHARE CAPITAL

€ 14,142,000

#### NATURAL CAPITAL

##### > ENERGY

36,105 MWh

##### > WATER CONSUMED

835 ML\*\*

##### > MATERIALS

70,797 tonnes

### FAMILIA TORRES VALUE CHAIN



SUPPLY OF RAW MATERIALS



WINE PRODUCTION



DISTRIBUTION



MARKETING AND SALES



POSTCONSUMPTION

### OUTPUTS

#### DIRECT ECONOMIC VALUE GENERATED

##### > REVENUE: SALES AND OTHER INCOME

€ 277,313,000

#### ECONOMIC VALUE DISTRIBUTED

##### > OPERATING COSTS

€ 209,915,000

##### > EMPLOYEE REMUNERATION\*\*\*

€ 49,392,000

##### > PAYMENTS TO CAPITAL PROVIDERS

€ 5,666,000

##### > PAYMENTS TO PUBLIC AUTHORITIES

€ 14,817,000

##### > COMMUNITY INVESTMENTS

€ 883,000

#### ECONOMIC VALUE RETAINED\*\*\*\*

€ -3,360,000

#### WASTE

15,624 tonnes

\*Average headcount.

\*\*Megalitres.

\*\*\*Excluding employer social security costs.

\*\*\*\*See Appendices: Profit obtained and income tax paid per country.



## Contribution to sustainable development



In 2015 the United Nations adopted the 2030 Agenda for Sustainable Development, a strategy implemented to steer business community and government actions towards the achievement of 17 goals, known as the Sustainable Development Goals (SDGs) and 169 targets to achieve a world in which none of its inhabitants are left behind.

We are aware that the business world plays a fundamental role in the achievement of the Sustainable Development Goals (SDGs), and Familia Torres, as a part of that world, establishes as a priority to work in the following fields in order to achieve the protection of people, the planet and prosperity:

- Tackling the climate emergency (SDGs 7 and 13),
- Preservation of terrestrial ecosystems and their resources (SDGs 6 and 15),
- Responsible production and consumption (SDG 12),
- Reduction of inequalities through the Familia Torres Foundation (SDG 10),
- Promotion of quality employment and our commitment to innovation (SDGs 8 and 9),
- Creation of alliances within the industry to achieve the Goals (SDG 17).

Our DNA, the 2020-2025 strategic guidelines and corporate policies reflect the social conscience and concern for a fairer world that we have at Familia Torres and help us to advance towards achieving our sustainable development objectives.

In order to strengthen our commitment to the 2030 Agenda and the achievement of the related Sustainable Development Goals, Familia Torres has proposed the following medium-term objectives with a view to aligning itself with that strategy:

- Define a strategic plan tied to the SDGs that provides a general framework for Familia Torres' strategy.
- Identify and establish specific medium-term objectives and indicators that measure the progress made by Familia Torres in relation to the Sustainable Development Goals for each line of action defined in the Plan in terms of their relevance and priority.



## Corporate governance

At Familia Torres our commitment is to adhere to the fundamental values of responsibility and transparency in conducting our business and decision-making. Our management has undergone a process of professionalisation, laying the foundations for a sound corporate governance model. We have a Conflict of Interest Policy to foster transparency and guarantee integrity in our decision making.

In this connection, our company currently has various governing bodies that work together to achieve the Familia Torres' objectives in a way that is always in line with our mission, vision and values.

### GOVERNING BODIES

#### BOARD OF DIRECTORS

♂ 1 ♀ 4

The highest governing body, responsible for the management, direction, administration and representation of the interests of Familia Torres, striving to reconcile, where possible, the interests of its stakeholders that may be affected by its decisions.

#### ADVISORY COUNCIL

♂ 5 ♀ 6

The Advisory Council members meet each quarter to discuss the most important issues at strategic level in various areas: financial, operational, and commercial, among others.

#### MANAGEMENT COMMITTEE

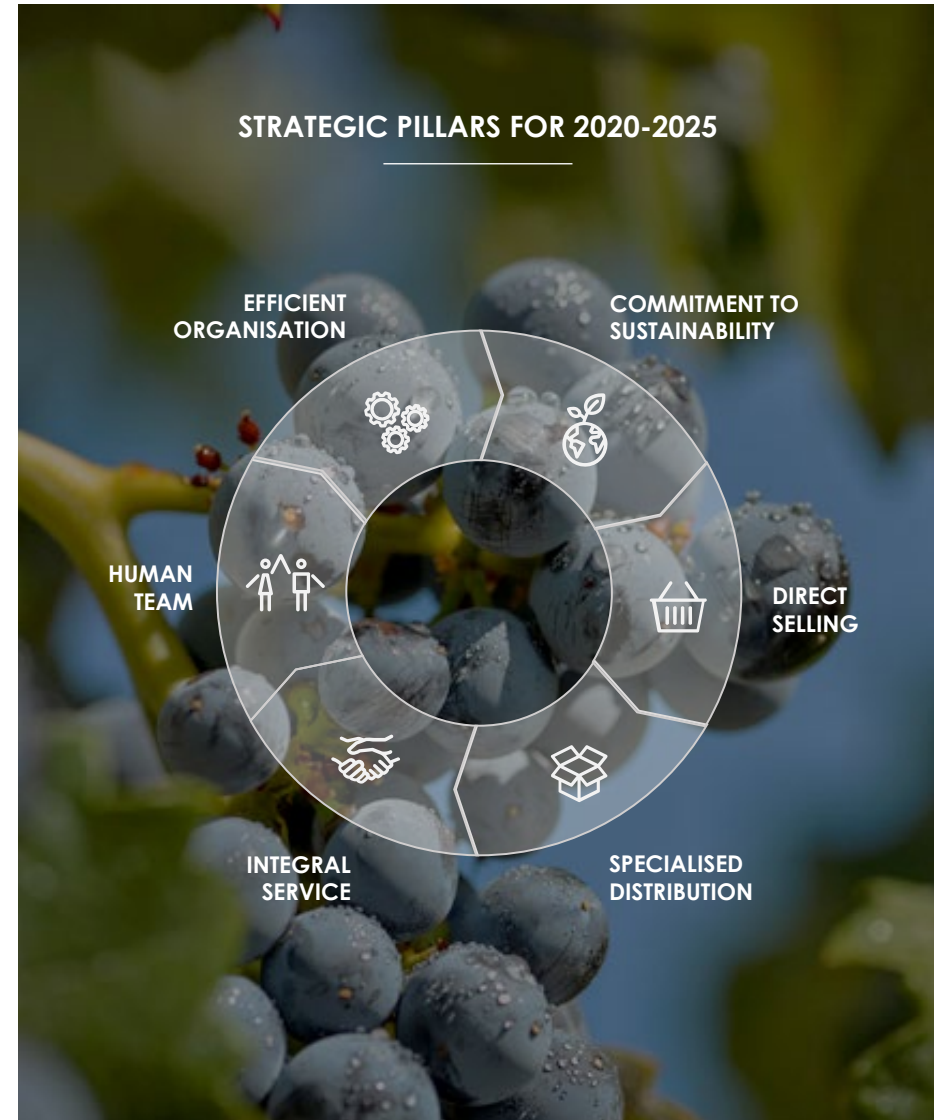
♂ 8 ♀ 3

Composed of the managers of the functional areas, this committee addresses more operational issues and ensures implementation of the corporate strategy in day-to-day operations.

#### MONITORING COMMISSION

♂ 3 ♀ 4

Body responsible for deciding which issues should be escalated to the Board of Directors, the Advisory Council and the Management Committee.





## Corporate governance

### ETHICS, INTEGRITY AND COMPLIANCE

Our day-to-day work is governed by a series of values, principles, standards and rules of conduct that guarantee the integrity of our interactions and decision-making. We have a zero tolerance approach to bribery and corruption or any other unethical or unlawful conduct that may put our organisation's integrity at risk.

In this regard, we have a corporate ethics and responsibility model which includes a series of corporate policies, internal procedures and internal and external communication mechanisms that ensure correct compliance with the applicable legislation and the responsible management of the business.

It should be noted that when a new employee joins the workforce, they are provided with training on our ethics and corporate responsibility model. All Familia Torres employees in Spain and Andorra receive this training.

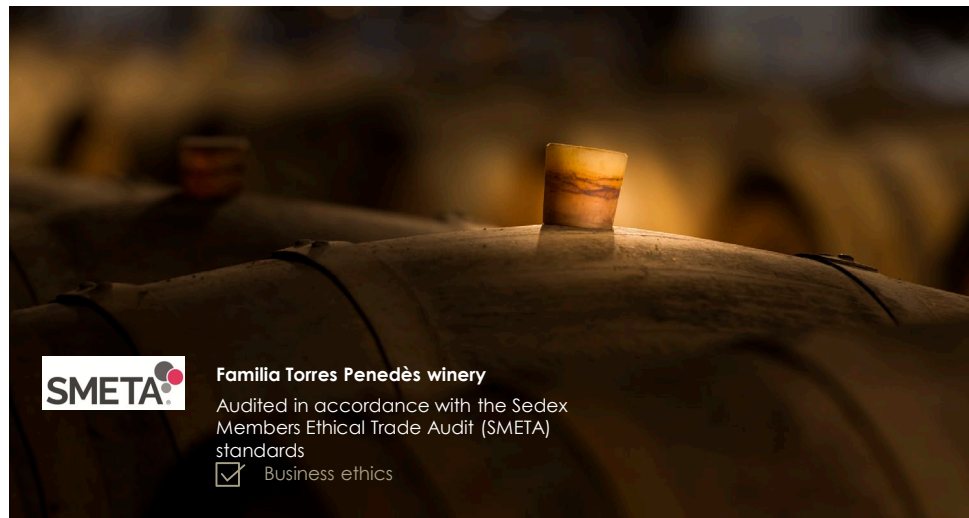
To ensure that our main suppliers also meet the same ethical standards, we require that suppliers of Familia Torres in Spain companies that undergo our approval process adhere to our ethics and corporate responsibility model. In addition, we provide them with access to the whistleblowing channel to report any behaviour that violates the rules of conduct in the model.

Lastly, before approving a main supplier, we carry out exhaustive investigations to ensure that it has not been sanctioned for corruption offences or human rights violations. New distributors are also subject to this control.

#### Ethics and corporate responsibility model

- Code of Business Conduct and Ethics
- Ethics and Corporate Responsibility Policy
- Anti-bribery and Anti-corruption Policy
- Whistleblowing Channel
- Ethics Channel

\*Currently being rolled out to our subsidiaries in Chile and China. Miguel Torres Chile implements its own Ethics Policy and Internal Grievance Procedure.



### RISK AND OPPORTUNITY MANAGEMENT

At Familia Torres, we consider that the responsible management of risks and opportunities is essential to guaranteeing the sustainability of the business. Each of the components of the value chain can lead to a series of risks and opportunities that must be managed to guarantee sustainable and continuous growth over time.

Therefore, we are working on the implementation of an integrated risk management and control system based on the three lines of defence model. Under this model, the key roles and responsibilities are assigned to each line of defence. The first line of defence, comprised by management, will be responsible for maintaining an adequate internal control system for day-to-day operations. The second line of defence will be responsible for overseeing and monitoring compliance with the risk management policies and practices. Lastly, the third line of defence will ensure compliance with international internal audit standards.



# OUR VALUES







# VITALITY

Celebrating life day to day, injecting vitality into all the organization's actions and relationships



## Members of Familia Torres

Our employees are the fundamental base of Familia Torres, since they allow us to share with the world the best that our vineyard has to offer. By working together, we are building a legacy that will be passed down to future generations. Although we are a diverse team, with a wide variety of profiles and identities, we share the same passion for wine, a firm commitment to excellence in our work, and a positive energy that is reflected in everything we do on a daily basis.

At 31 December 2022, we had 1,147 employees in Spain, Chile, China and Andorra.

We are committed to creating quality employment, and to ensuring that our team feels appreciated and well-remunerated for the value it brings to the organisation. In this regard, we guarantee remuneration brackets that are in line with those of the market, as stated in the Familia Torres **Remuneration Policy**.

The vast majority of our employees have permanent employment contracts, which gives them greater job stability and provides them with greater opportunities for professional advancement within the organisation. This not only ensures the generation of quality jobs, but also endows us with a committed and motivated team that shares the values of Familia Torres and works enthusiastically to achieve our goals.

Since our winemaking business depends on the annual harvests, we need to increase the number of temporary workers we hire for the grape harvest, which takes place between August and October in Spain and between February and April in Chile, and requires an additional effort from the entire Familia Torres team. Fortunately, we have a committed and experienced team that allows us to successfully face up to these challenges every year.

The organisation of working time varies depending on the needs of each area and the employment regulations in force in each country in which we operate. In general, our working days have a duration of 8 hours in most countries, although in Chile the working day is 9 hours' long. This conforms to the guidelines contained in the applicable collective bargaining agreements.



### Familia Torres Penedès winery

Audited in accordance with the Sedex Members Ethical Trade Audit (SMETA) standards

Employment conditions



\*Year-end headcount.





## Safeguarding the team's well-being

At Familia Torres we strive to create a healthy and positive work environment, in which all our employees feel valued and acknowledged. Our goal is to promote their well-being and reinforce their sense of belonging. In order to listen to the opinion of our employees, ascertain their needs and continue to improve, we conduct work environment surveys on a regular basis. In this way, we can identify areas for improvement and take measures to create an increasingly satisfying and productive work environment.

### WORK-LIFE BALANCE MEASURES

At Familia Torres we are aware that enjoying a good work-life balance is fundamental to ensuring the well-being of our team. Therefore, we have established various measures adapted to the customs and legislation of each country in which we operate. Some of these measures include days of personal leave, a shorter working day on 24 and 31 December, work schedule flexibility measures adapted to the requirements of each function and department, birthday leave and reduced summer working hours.

It should also be noted that we have implemented a **Remote Working Policy** in Spain, in order to facilitate, as far as possible, remote working. Our employees can thus better balance their personal and professional lives, while maintaining their productivity and efficiency when discharging their duties. In addition, we have a **Work-Life Balance and Digital Disconnection Policy** that reaffirms our commitment to ensuring that our team enjoys a balance between work and family life.



### EMPLOYEE BENEFIT SYSTEM

We also provide our employees with a wide range of benefits, which vary according to the country, to facilitate our team's day-to-day activities and enhance their professional and personal lives. Some examples include: medical, life and accident insurance, retirement schemes, kindergarten allowances, discounts on products, meals and Christmas and summer gift hampers, among others.

2022

26,126

Hours of absenteeism - women

60,744

Hours of absenteeism - men

4.10%

Rate of absenteeism

12%

Rate of employee turnover\*

2021

51,065

Hours of absenteeism - women

59,004

Hours of absenteeism - men

5.38%

Rate of absenteeism

10%

Rate of employee turnover\*

\* The rate of employee turnover excludes figures relating to seasonal employees, employees with discontinuous permanent contracts, retirement, death, or company restructuring.



## Attracting and developing talent

### RECRUITMENT AND ONBOARDING

At Familia Torres we aim to attract the best talent and ensure that the candidate's and our interests are a good fit, so that we can share a common professional path. With that in mind, we implement a corporate **Recruitment, Selection and Hiring Policy**.

Conscious of the fact that the first few days are crucial to ensuring the successful integration of new hires, at the companies of Familia Torres in Spain, we have an onboarding plan for the employees' first day at the company which includes a welcome session and training in occupational risk prevention, IT systems, the flexible remuneration system, the training platform and "GestionaT", our in-house human resources management platform. Each new employee is also assigned a trainer to help them in their first few days at the company.

### PROFESSIONAL PERFORMANCE

To help our talent achieve their full potential, we have a series of professional development initiatives in place. Each head of department carries out an annual performance assessment of all their employees on the basis of the specific competencies defined for their job position. Depending on the outcome of each assessment and the potential identified for each employee, a personal development plan is defined which may, if necessary, include specific training to enhance skills and knowledge.

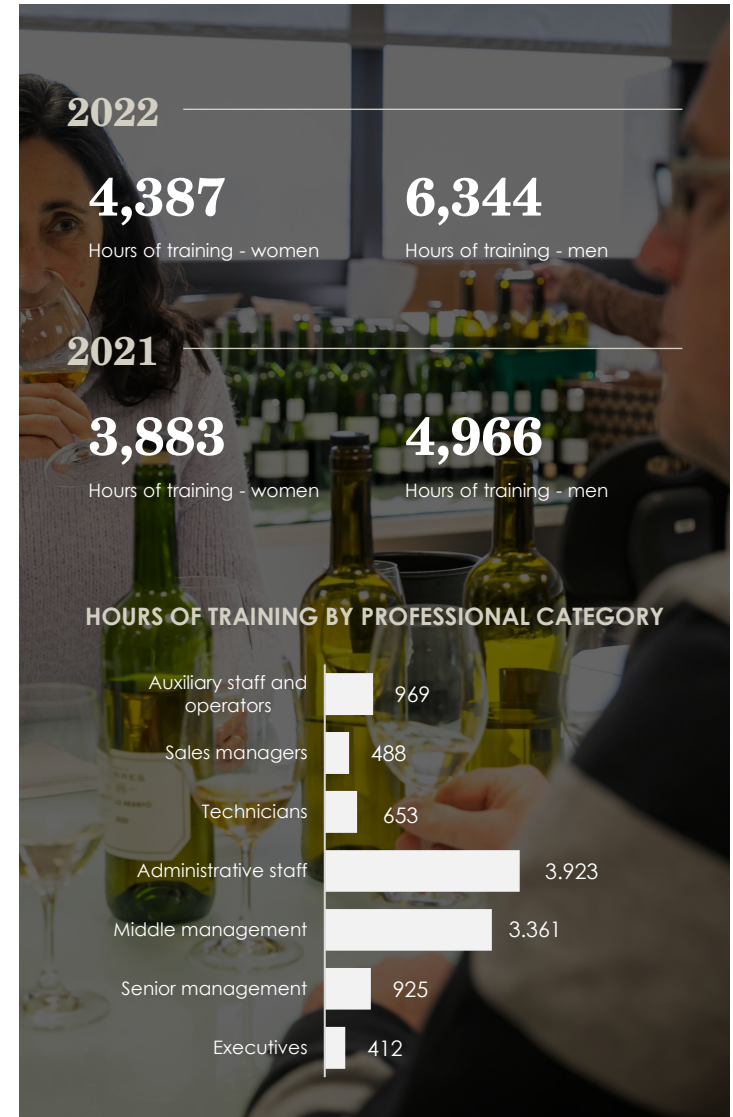
In addition, in order to provide our employees with opportunities for internal growth, all job vacancies are advertised externally and internally so that all the members of our team can apply and opt to occupy new posts at the company.

### TRAINING AND DEVELOPMENT

Convinced that talent development is fundamental for our growth and progress as a team, we actively promote the professional and personal development of our employees and support their personal ambitions and challenges. To achieve this we implement the following formal policies and procedures:

- **Training and Development Policy.**
- **Training and Development Procedure** of Familia Torres (Spain).
- **Employee Training Procedure** of Miguel Torres Chile.

A total of 10,731 hours of training were given to the organisation's employees in 2022.





## Diversity, equality and inclusion

Familia Torres firmly believes that a diverse and inclusive team is essential, which is why we work to create a positive work environment where everyone is treated with respect and equal opportunities are provided, both to those who are already part of our organisation as well as those who wish to join us in the future. Consequently, we categorically reject any form of discrimination or harassment.

Our commitments and principles are reflected in our **Code of Business Conduct and Ethics**, as well as in the **Ethics and Corporate Responsibility Policy**. All our employees in Spain and Andorra have access to the **Whistleblowing Channel** to report any case of discrimination or harassment. In addition, we are working on the implementation of the crime prevention model together with the Whistleblowing Channel at our subsidiaries in Chile and China. At our subsidiary in Chile, these commitments are included in **the Sustainability and Fair Trade Policy**.

To reinforce our commitment to diversity, equality and non-discrimination, in 2022 we drew up a **Corporate Equality Policy**, and, for Miguel Torres, S.A. and Excelsia, equality plans that include content such as training with a gender perspective or the review of the remuneration to reduce the wage gap, among others.

### GENDER EQUALITY

This year we approved **Equality Plans** for Miguel Torres and for Excelsia. These plans include a set of measures aimed at promoting equal opportunities between Women and Men. These measures seek to integrate gender equality in human resources management, promote changes in behaviour, gender stereotyping and organisational structures, and overcome the obstacles that frequently prevent women from accessing the employment market and achieving a long-lasting, stable place within it.

Also, we have a Harassment Protocol and a Handbook of Inclusive Language at Miguel Torres designed to eradicate any gender-based discrimination at the company. The internal regulations at the companies of Familia Torres in Chile include a protocol to combat sexual harassment.

At present, women account for 34% of our workforce\* and our goal is to gradually increase this percentage, paying particular attention to positions of greater responsibility.

2022

34%

Women on the payroll\*

30%

Women in positions of responsibility\*\*

2021

35%

Women on the payroll\*

29%

Women in positions of responsibility\*\*



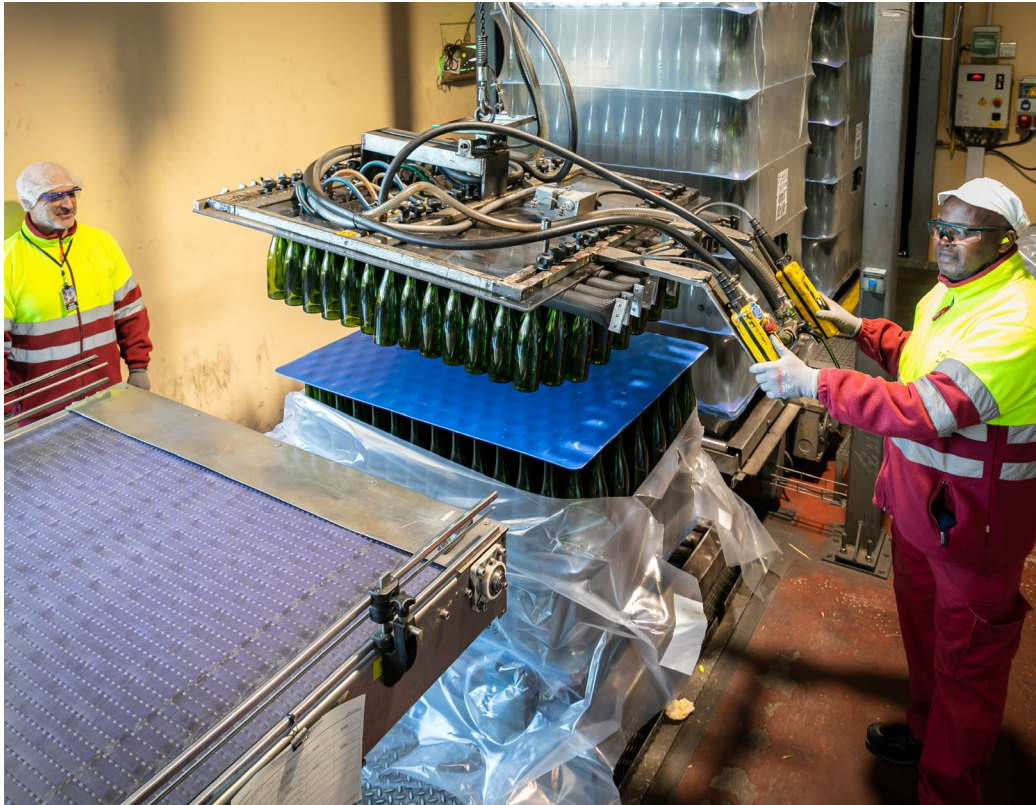
\*Data at year-end.

\*\* Including middle management positions, senior management positions and executives.





## Diversity, equality and inclusion



### INCLUSIVE EMPLOYMENT

Underpinning our philosophy of supporting social diversity and inclusion, at Familia Torres we have 12 employees with a disability: 10 employees in Spain and 2 in Chile.

Since 1988 we have collaborated with the **Mas Albornà Foundation**, which is dedicated to the integration into the workplace of individuals with an intellectual disability. We are proud of having been pioneers in Spain in the **creation of dedicated work spaces** in our region, enabling these workers to find employment outside the Special Employment Centres for people with disabilities and thereby facilitate their gradual integration into the labour market.

Familia Torres values very highly the integration of diversity in our company, since it considers that this helps to eliminate the prejudice and stereotyping associated with people with disabilities and give those people the opportunity to feel valued for their skills and abilities. The individuals working in the dedicated work space at our facilities in the Penedès, whose number varies each month according to operating needs and the seasonal nature of the product (an average of 21 employees each month in 2022), perform various product processing tasks (logistics, labelling and assembly of promotional materials, among others).



**MAS ALBORNÀ**  
CREEM OPORTUNITATS



## Occupational health and safety

At our company, guaranteeing the health and safety of our employees is our top priority. For this reason, we have occupational health and safety management systems in place, which are either in-house or external depending on the country, to optimise management in the area of occupational risk prevention. Health and safety risk assessments are carried out regularly to identify and mitigate the impact of the main risks in our work environments through corrective actions.

Other elements available in the area of health and safety include:

- **Occupational Risk Prevention Policy** of Miguel Torres.
- **Occupation Health and Safety Policy** for each company in Spain and Chile, which sets out our commitment to accident prevention and compliance with the applicable legislation.
- Periodic **internal audits**. This year internal audits were carried out at Familia Torres Penedès, Jean Leon, Familia Torres Priorat and Purgatori wineries and at Torres Import.
- **Health and Safety Committees** at Miguel Torres and Miguel Torres Chile, which cover all the employees.
- This year, in Spain, we held a **psychological first aid session** (psychoeducational first aid in critical situations). We plan to hold sessions on various topics periodically.



Familia Torres Penedès winery

Audited in accordance with the Sedex Members Ethical Trade Audit (SMETA) standards

Health and safety

2022

3

Accidents - Women

18

Accidents - Men

9.91

Frequency rate

0.32

Severity rate

2021

9.78

Frequency rate

0.34

Severity rate





# RESPECT

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Act and make decisions that respect people, a job well done, tradition, the environment, company resources, and society





## Caring for our environment

The sustainability of Familia Torres is closely linked to the environmental sustainability of the planet, and has strong ties to our *raison d'être* and our ability to pass on the company's legacy.

We have an **Integrated Management System Policy** for the Spanish wineries, which ensures the integration of our environmental vision in our daily operations. We have also implemented an **Environmental Management System** at the Vilafranca and Penedès wineries, the goals of which include the identification, assessment and management of risks and opportunities, as well as the establishment of an annual environmental objectives and initiatives plan.

It is important to highlight that in our desire to preserve the environment we give environmental training to all our employees, including temporary employment agency workers, with a special focus on the organisation's new hires.

Also, Miguel Torres Chile has a **Sustainability and Fair Trade Policy**, which takes into consideration responsible environmental management.

2022

€ 1,911,504

Environmental investments

33

Employees devoted to environmental management\*

2021

€ 702,436

Environmental investments

34

Employees devoted to environmental management\*

The Environmental Management System of the Penedès and Vilafranca del Penedès installations is certified under the **ISO 14001** standard.

Miguel Torres Chile winery is certified in accordance with the **Chilean National Wine Sustainability Code**.



**Familia Torres Penedès winery**  
Audited in accordance with the Sedex Members Ethical Trade Audit (SMETA) standards

Environmental impact



**Miguel Torres Chile**  
Espíritu Agro Sustentable  
Maule Circular



\*9 of which relate to the Environment Department itself, and the rest of which have environmental functions, among others.





## Fight against climate emergency



We are facing a climate emergency; Familia Torres is very aware of the urgent need to transform our human and business activities if we want to guarantee a sustainable future for the next generations. Climate change is one of our major concerns, not just because the increase in temperatures has a direct impact on our business, but also because we are aware of the impact of our activities on the environment and global warming. We feel highly responsible for the ecological footprint we are leaving on our planet.



### TORRES & EARTH

At our company, we have implemented an ambitious **Climate Change Policy** and, since 2008, we have been promoting the [Torres & Earth](#) programme, which has a twofold objective: reduce our carbon footprint to contribute to mitigating the effects of global warming, and adapt our business activities to climate change. We also seek to influence other wineries around the world through our participation in the International Wineries for Climate Action association (IWCA).





## Adaptation: more resilient crops

The climate emergency is one of the greatest challenge we are currently facing, because it threatens not only the future of wineries and grape growers, but also that of the planet itself. Vines are plants that are extremely sensitive to temperature changes and, therefore, higher temperatures have a direct impact on vineyards and may make it necessary to bring forward grape harvests, thereby affecting the quality of the wines.

In order to address the rise in temperatures, we are adapting our growing systems to delay the ripening of the grapes and protect the vines from the effects of climate change. To achieve this, among other measures, we have made certain changes to our grape vine training system, the planting scheme, the choice of rootstock, etc.

We are looking for **new locations** to grow vines at higher altitude or latitudes in which the climate is cooler (every 100 metres of increased altitude the temperature falls by almost one degree centigrade). We grow grapes at almost a thousand metres above sea level in Tremp (foothills of the Catalan Pyrenees), and in Chile we are moving south to Valle de Itata, aiming to take advantage of the cooler weather in that area.

### RECOVERY OF ANCESTRAL VARIETIES

Since the eighties, we have been working on a project to **recover ancestral grape varieties**, the goal being to revive the wine-making heritage of Catalonia which was lost to the phylloxera plague at the end of the nineteenth century. In association with the French National Institute of Agricultural Research (INRA), we developed an innovative methodology to restore these ancestral varieties back to health and reproduce them.

As a result of this project, we have discovered almost 50 ancestral varieties in various areas of Catalonia. In conjunction with the Institut Català de la Vinya i el Vi (INCAVI), we select the varieties that, in addition to showing a great oenological potential, are **most resistant to high temperatures and droughts** and, therefore, best able to cope with climate change and adapt to the climate models of the future.

We are currently focusing on six varieties, namely, forcada, moneu, garró, querol, pirene and gonfaus. All of these varieties have been registered in the registry of commercial varieties of the Spanish Ministry of Agriculture, Fisheries and Food and have been authorised under the Royal Decree on Viticultural Potential. Moreover, some of these varieties are already used in wines that we have presented to the market.







## Conservation: shaping the Earth we want for the future

The vine is a complex ecosystem that goes beyond simply being a crop. In our vineyards, we promote the balance that it strikes with its environment and biodiversity thanks to a holistic approach to viticulture.

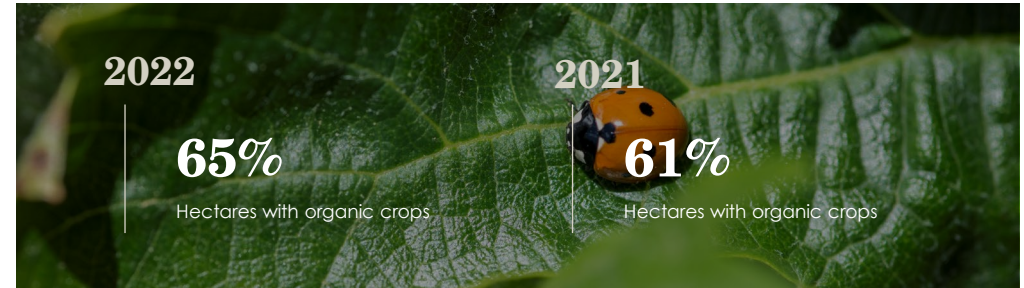
We are aware that our wine-producing activities can have an impact on biodiversity and alter local ecosystems. Therefore, we conduct analyses to continuously monitor the potential impacts of our activities and enable the implementation of measures to minimise and offset any adverse impacts. In order to minimise the impact of the use of machinery and vehicles to work in the vineyard, and thus reduce fuel consumption, we perform **combined tasks**, and carry out phytosanitary treatment with multi-row sprayers. In Chile, inter-row sowing is practised, which reduces tractor use by 50%.

In addition, as part of our efforts to contribute to the conservation of the environment, we carry out various actions, which include **forest management, maintenance and improvement of water points, soil conservation**, promotion of the **presence of fauna** and **pest control using natural predators** through **biological corridors** and **environmentally friendly phytosanitary treatments**.

Some of the initiatives implemented in 2022 are:

- Installation of traps for the capture of the Asian hornet.
- Various initiatives at Mas La Plana vineyard: installation of more nesting boxes and a "hotel" for insects, feeders for wild birds, sheep wool dispensers (material for building nests), release of owls from a nearby sanctuary, monitoring the nesting of grebes in the lake and the bird census carried out by an expert. It should be noted that at this vineyard we have increased the flock of sheep to 42 animals.
- At Pago del Cielo vineyards, "hotels" for insects and nesting boxes for passerine birds and certain birds of prey such as kestrels, little owls and barn owls have been installed.
- At la Carbonera vineyard, a "hotel" for insects and a shelter for bats have been built and installed using broken pallets from the winery. In addition, small stone piles have been built to encourage the presence of reptiles. Autochthonous trees are also being grown from seeds collected from the fields and planted in the non-cultivated areas of the vineyards.
- Application of regenerative viticulture practices (see page 34 for more information).

It should be noted that in 2022 a **Biodiversity Policy** was approved setting forth our commitment to managing our vineyards in a manner that looks after and encourages the recovery of their biodiversity.



Currently, we have a high percentage of **organically grown vineyards** that have obtained the corresponding certification. These vineyards are managed using environmentally friendly techniques, promoting appropriate growing practices to prevent the appearance of pests and disease. In addition, we avoid the use of synthetic chemical products, such as fertilisers, herbicides and pesticides, which are replaced with natural products, such as compost, sulphur, copper or mating disruption pheromones. The other vineyards are managed using conventional growing techniques but without using herbicides or insecticides.

### FOREST MANAGEMENT

Thanks to our reforestation projects in Chilean Patagonia and some vineyards in Catalonia, we are able to continue helping offset emissions by re-establishing forested land. By means of this project, our aim is to continue to assist in the mitigation of the effects of climate change every year.

- In 2015 we planted 28.8 hectares in various areas of Catalonia, which will enable the absorption of a total of 2,342 tCO<sub>2</sub>eq over 30 years.
- In 2016 we launched a reforestation project at our state in Chilean Patagonia. To date, we have acquired 5,615 hectares, the goal being to plant 2,000 ha by 2030 and, therefore, offset 10,000 tCO<sub>2</sub>eq annually.





## Conservation: shaping the Earth we want for the future

### REGENERATIVE VITICULTURE: REVITALISING OUR VINEYARDS

Our determination to constantly improve, to be open to new methods and to be agents of change towards agriculture with a positive impact, has led us to adopt **regenerative viticulture as one of the solutions to climate change**. This new holistic approach to viticulture makes it possible to restore the symbioses of the natural biological cycles of ecosystems that had been lost with the conventional production model, thus increasing natural resources, instead of depleting them. This method relies on natural processes to replenish nutrients, water, and restore soil fertility.

Each vineyard is **conceived as an ecosystem**. Landscapes are designed so that rainwater can be captured in the ground. Disease and pests are controlled by creating healthy ecosystems that lead to a delicate balance among beneficial insects, bacteria, and fungi.

Our intention is to increase the organic matter in soils using various strategies such as planting cover crops and using animals such as sheep, which help to manage this coverage while at the same time fertilising the ground naturally through a planned grazing system.

It should be noted that one of the most important benefits of this type of viticulture is its ability to **capture carbon dioxide from the atmosphere**, thus mitigating the effects of climate change. By recovering soil life, the capacity of vineyards as carbon sinks is strengthened, which increases the capacity to capture atmospheric CO<sub>2</sub>.

Consequently, regenerative viticulture has a dual impact: it helps to mitigate climate change by capturing CO<sub>2</sub> and countering temperature rises, while also helping to adapt the vines to the new climate scenario, making them more resilient and curbing soil erosion.

## 670 hectares

Hectares owned and managed using regenerative techniques

## 6 partnerships

Partnerships with local farmers for animal pasture

## 54 employees

Trained in regenerative techniques

In 2022 we expanded the implementation of this model to new vineyards, increasing the area covered by regenerative viticulture from 77 hectares in 2021 to 670 hectares at the end of 2022, representing 42% of the hectares we own. Regenerative viticulture activities have been carried out at these vineyards, such as:

- Soil remineralisation through the use of organic compost (such as sheep manure) and cover crops, both spontaneous and sown.
- Reduction or elimination of tillage, as well as implementation of vertical tillage that respects the soil structure (and not disrupt it, as would be case with tillage that turns over the soil).
- Installation of beehives, bird nesting boxes and "hotels" for insects.
- Holistic land management through sheep grazing.
- Keyline vineyard design to maximise the use of available water resources.
- Planting of trees, shrubs and plants containing nectar.

In addition, we encouraged eleven of our vine-growers to start working with regenerative viticulture practices and to join the Association of Regenerative Viticulture, which was one of the goals we set for ourselves in 2021. By 2023, we hope to have 600 hectares of our own managed using regenerative practices in Catalonia, and to obtain RVA (Regenerative Viticulture Alliance) certification for some of our wines. In Chile, the objective is to consolidate the two vineyards that are currently managed using regenerative viticulture, allowing comparisons between years, to begin to take laboratory measurements of various soil indicators and to continue to progress in the research of regenerative techniques applicable to viticulture.







## Mitigation: reducing our footprint

At Familia Torres, we continually strive to reduce our impact on climate change, and we have a corporate **Climate Change Policy** to guide us in this regard.

We work to reduce the environmental impact of all our production and support activities through the implementation of environmentally friendly practices.

We measure the carbon footprint of Miguel Torres and Miguel Torres Chile, including scope 1 (direct emissions), scope 2 (indirect electricity production emissions) and scope 3 (emissions prior to production and related to the subsequent phase) emissions of greenhouse gases (GHGs). In addition, we audit those emissions and we set decarbonisation targets based on the Paris agreements.

At Jean Leon we have also begun to work on measuring our emissions. In 2021 we calculated the base year (2019), and in 2023, the 2021 footprint will be calculated.

Lastly, it should be highlighted that at Miguel Torres we have the following certifications:



Spanish Wineries for Emission Reduction  
(WFCP+)



International Wineries for Climate Action  
(Gold Member)

The calculation of the carbon footprint is verified according to the **ISO 14064** standard by an accredited entity (LRQA).

### EMISSIONS OF MIGUEL TORRES

**60%**

CO<sub>2</sub> reduction objective  
per bottle  
2008-2030

**36%**

CO<sub>2</sub> reduction objective  
per bottle  
2008-2022

#### 2022

SCOPE 1

**0.09**  
kgCO<sub>2</sub>eq  
Per bottle

SCOPE 2

**0.04**  
kgCO<sub>2</sub>eq  
Per bottle

SCOPE 3

**1.12**  
kgCO<sub>2</sub>eq  
Per bottle

#### 2021

SCOPE 1

**0.08**  
kgCO<sub>2</sub>eq  
Per bottle

SCOPE 2

**0.04**  
kgCO<sub>2</sub>eq  
Per bottle

SCOPE 3

**1.13**  
kgCO<sub>2</sub>eq  
Per bottle

### EMISSIONS OF MIGUEL TORRES CHILE

**50%**

CO<sub>2</sub> reduction objective  
per bottle  
2018-2030

**24%**

CO<sub>2</sub> reduction objective  
per bottle  
2018-2022

#### 2022

SCOPE 1

**0.28**  
kgCO<sub>2</sub>eq  
Per bottle

SCOPE 2

**0.07**  
kgCO<sub>2</sub>eq  
Per bottle

SCOPE 3

**1.10**  
kgCO<sub>2</sub>eq  
Per bottle

#### 2021

SCOPE 1

**0.50**  
kgCO<sub>2</sub>eq  
Per bottle

SCOPE 2

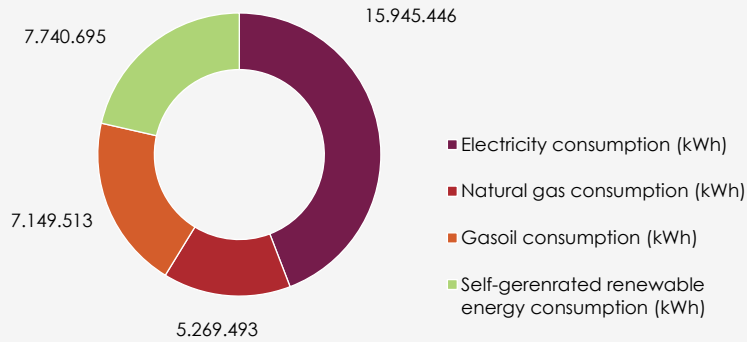
**0.08**  
kgCO<sub>2</sub>eq  
Per bottle

SCOPE 3

**1.00**  
kgCO<sub>2</sub>eq  
Per bottle



## Mitigation: reducing our footprint



### 2022

**36,105 MWh**

Total energy consumed

**0.65 kWh**

Consumption per bottle produced

**65%**

Renewable origin

**99%**

Electricity from green energy

### 2021

**36,415 MWh**

Total energy consumed

**0.63 kWh**

Consumption per bottle produced

**63%**

Renewable origin

**99%**

Electricity from green energy

## ENERGY EFFICIENCY

To continue to reduce our carbon emissions every day, we have an **Energy Policy** in place at our Spanish wineries, which forms part of our Integrated Management System Policy, to improve and optimise our energy resources.

It should also be noted that at our Pacs del Penedès, Vilafranca del Penedès, Constantí and Sant Martí Sarroca facilities we are certified under the **ISO 50001:2018** energy efficiency standard.

It is important to highlight that, to improve our **energy efficiency**, we have carried out smart building projects based on **bioclimatic architecture**, such as building underground warehouses and insulating vats to improve their efficiency. In addition, we have underground cellars for aging wines, which are isolated from solar radiation and therefore require low energy consumption.

Another example of our use of bioclimatic architecture is the white sand roof at the Waltraud winery designed to reflect the sun's energy and reduce HVAC requirements, thanks to the so-called albedo effect.







## Mitigation: reducing our footprint



### OTHER ENERGY CONSUMPTION REDUCTION MEASURES

- We are continuing to replace the lighting at our wineries and production centres with more efficient alternatives:
  - Installation of LED hoods at the Colomé warehouse.
  - Progressive replacement of all the lighting with LED lights at Pago del Cielo (Ribera del Duero and Rueda) wineries.
    - Phase 2 of the replacement at Pago del Cielo (Ribera del Duero) winery, with replacement of 34% of the winery's lighting with LED technology.
    - Phase 1 of the replacement at Pago del Cielo (Rueda) winery.
- Implementation of the energy reduction plan at Miguel Torres Chile winery derived from the Energy Efficiency Audit carried out in 2021.

### BOTTLE WEIGHT REDUCTION

We are continuing to work on reducing the weight of most of our bottles as this significantly reduces the emissions associated with their production and transport. In 2022 the following measures were taken:

- Change in the design of Clos Ancestral bottles for the Canadian market, which achieved a weight reduction from 563 g to 395 g.
- Likewise, the weight of Secret del Priorat bottles for the Quebec market was reduced from 563 g to 395 g.
- A change was made to the design of Pazo das Bruixas bottles, which reduced their weight from 550 g to 395 g.
- The weight of Celeste Roble and Celeste Verdejo was reduced from 450 g to 400 g.

**17.81%**

Weight reduction per wine bottle from 2008 to 2022

**6.05%**

Weight reduction per brandy bottle from 2008 to 2022

## Mitigation: reducing our footprint

### TRANSITION TO GREEN ENERGY

65% of our energy consumption currently comes from renewable energy sources, including both self-produced energy and renewable energy sourced from third party suppliers. We continue to work every day to achieve the goal set for all our offices and wineries to use only electricity from renewable sources.

#### SELF-GENERATION OF ENERGY

We have renewable energy production facilities, the goal being to replace fossil fuel consumption with energy from renewable sources such as solar and geothermal energy.

The energy self-generation capacity at our facilities totals **6,110 kW**. Of the total energy that we produce ourselves, 86% relates to biomass and 14% to solar PV energy.

The electricity produced by these facilities is used both for **own consumption**, which accounts for 21% of all the energy consumed in 2022, and for **the sale of electricity**. In 2022 we sold 890,364 kWh.



2022

**6,110 kW**

Capacity of our self-production facilities

**7,740,695 kWh**

Self-production own consumption

**21%**

Of total consumption

**890,364 kWh**

Sale of energy

2021

**5,438 kW**

Capacity of our self-production facilities

**7,301,244 kWh**

Self-production own consumption

**20%**

Of total consumption

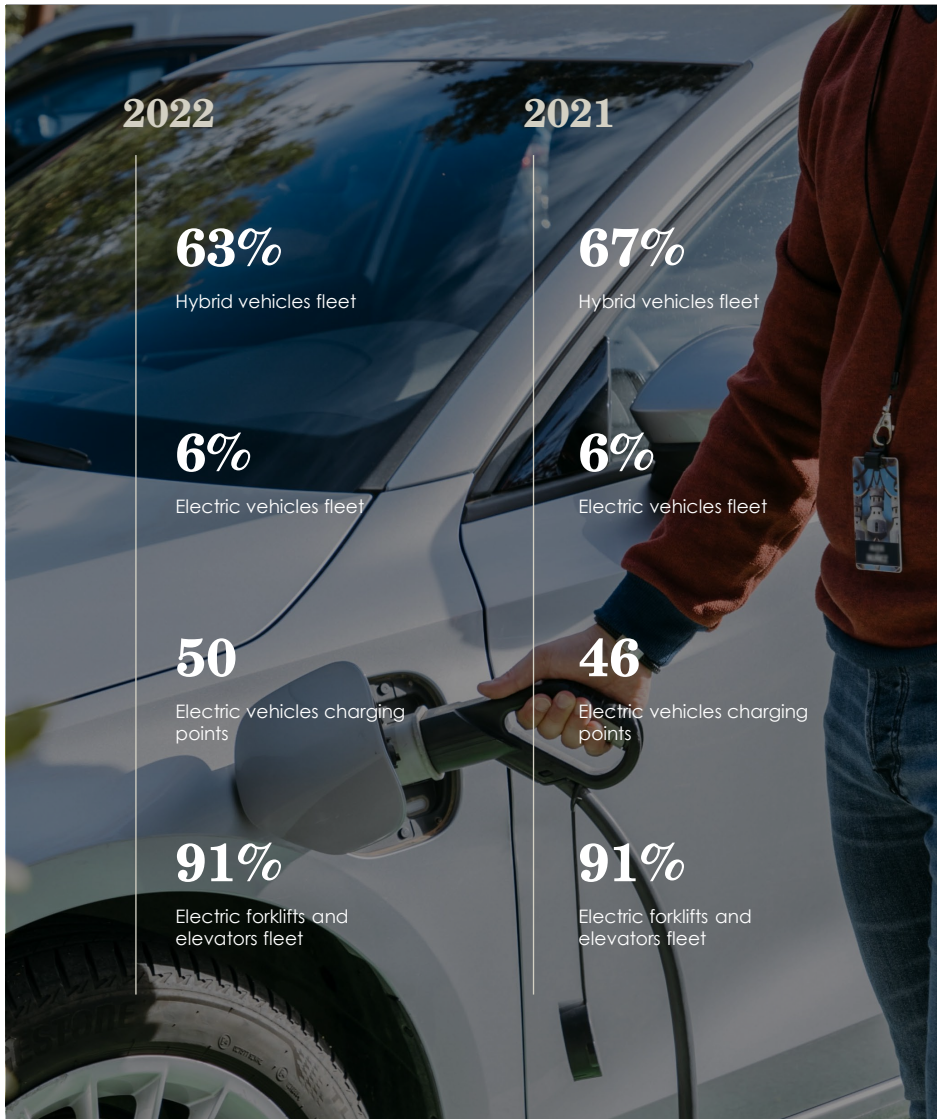
**883,698 kWh**

Sale of energy





## Mitigation: reducing our footprint



### SUSTAINABLE MOBILITY

At Familia Torres we consider we can further accelerate our transition to green energy by focusing on vehicles and machinery.

In this connection, we have a fleet of 228 vehicles, **14** of which are **electric** and **144** of which are **hybrid**. We also have 50 charging points on our premises for these vehicles, 4 more than last year.

In addition, at Familia Torres Penedès winery, we have **two solar-electric trains** for use during tours, as well as **electric bicycles** with which to move around the winery.

We are making progress in the use of electric machinery at our wineries, warehouses and vineyards to reduce the consumption of fossil fuel used in activities directly tied to our business. In this sense, 91% of our fleet of forklifts and elevators used at the wineries and in warehouses are now electric.

#### Encouraging the use of bicycles

In 2022 we carried out initiatives such as introducing an incentive to use bicycles to come to work, which is aimed at reducing the emissions caused by combustion engine vehicles.

#### Carsharing

To promote more sustainable mobility among employees, visitors and society in general, we have a carsharing initiative, which offers an electric vehicle rental service. Since its start-up in 2017, we have achieved a total saving of 1,717 tCO<sub>2</sub>e in greenhouse gas emissions.



## Research: in pursuit of solutions in the fight against climate change

We are investing significant resources in research to find adaptation and mitigation solutions to climate change. Currently, one of the fields in which we are working is the development of technologies to capture, store and reuse the CO<sub>2</sub> generated during the fermentation of wine, in collaboration with universities and other companies.

We are also participating and leading some of the main national and international projects studying the impact of climate change on vineyards and wine and establishing new adaptation and emission mitigation mechanisms.

### CARBON CAPTURE AND REUSE (CCR)

For many years, we have been concerned with capturing and reusing the CO<sub>2</sub> released during the wine fermentation process. Over those years we have carried out various projects and pilot tests in collaboration with different universities and research centres.

Capturing and fixing the CO<sub>2</sub> from the wine fermentation process represents an opportunity to reduce the amount of carbon dioxide released into the atmosphere and, therefore, to contribute to combating climate change. Also, there is a growing interest in promoting technologies that allow a second use and value to be given to CO<sub>2</sub> that would otherwise be lost.

In 2020 a new project was launched to capture the CO<sub>2</sub> from the wine fermentation process. This system, installed in our Familia Torres Penedès winery, allows us to capture high purity CO<sub>2</sub>. The captured CO<sub>2</sub> is reused as an inert gas to prevent the oxidation of the wine in the fermentation tanks. This project allows us to capture around 20 tons of CO<sub>2</sub> per year, which represents approximately one third of the CO<sub>2</sub> consumed in our winery. Consequently, every tonne recovered and reused constitutes a reduction in our emissions, as it replaces the purchase of carbon dioxide from fossil sources with CO<sub>2</sub> from the fermentation process.

Since 2019 we have been working with AEnova on the **Life Heat-R** project, whose objective is the use of residual heat produced in the industry to generate electricity.

We have made Familia Torres Penedès winery available to AEnova to execute the pilot project to transform the heat produced by the biomass boiler into electricity, thereby further reducing CO<sub>2</sub> emissions.





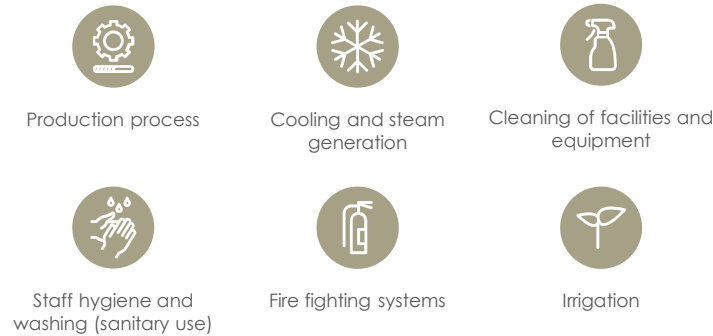


## Water as a shared resource

Water is an essential natural resource for life on our planet, and is also required for our day-to-day activities, which is why we feel highly responsible for its conservation and its efficient use.

In order to optimise its management throughout our value chain, we have established a **Water Management Policy**. In addition, we have calculated the water footprint of Miguel Torres for 2021 in accordance with ISO14046 methodology.

### Water use at Familia Torres



## REDUCTION AND REUSE MEASURES AND TARGETS

We implement various **measures** to reduce our water consumption, such as the periodic inspection of the facilities, the use of pressure diffuser nozzles, remote monitoring of our facilities, and training of our personnel. In addition, we set specific goals on a regular basis in order to stay focused on this task. Also, we have various **installations** that allow us to **reuse and recirculate water** in our processes, thus minimising our water resource withdrawals.

### NOTABLE INICIATIVES

- **Familia Torres Penedès winery:** we recirculate and reuse water in our bottling lines, and purge water from open cooling circuits. In addition, part of the water treated in the winery's Wastewater Treatment Station is regenerated too for irrigation, cleaning and refrigeration purposes. It should be noted that 35.44 ML of water was regenerated in 2022.
- **Miguel Torres Chile:** an investment has been made in an irrigation project in Campo Nacimiento for the implementation of technical irrigation processes in vineyards, thus optimizing irrigation processes in vineyards, and the use of water in the area for this purpose.

### REDUCTION TARGETS

- **Purgatori winery:** we set ourselves a goal of reducing our annual water consumption by 5% per kg of grapes produced compared to the previous year. Even so, we managed to greatly exceed this target, with a reduction even higher, at 13% in 2022.
- **Pago del Cielo winery (Ribera del Duero):** the goal was set to reduce consumption per bottle in the bottling line to 0.15L, which was achieved with consumption of 0.148L.
- **Pago del Cielo winery (Rueda):** target of reducing consumption by 1% per bottle produced, which we exceeded with a reduction of 20%.
- **La Carbonera winery:** the objective of reducing water consumption by 2% was amply exceeded with a reduction of 11.8%.

\*Megalitres.

\*\* The increase in water consumption per bottle produced is due to the additional need for irrigation due to the scarcity of rain.



## Efficient use of materials

At Familia Torres we strive to optimise the use of the materials in our production processes, by opting for sustainably sourced resources, working on minimising wastage and extending material's lifetime as much as possible through circularity initiatives. It is worth noting that **99%** of the materials used in our wine and brandy production processes are **renewable**.

Even so, we are working to reduce the consumption of non-renewable materials such as plastic, by replacing them with materials with a lower environmental impact. In this connection, we have a **Plastic Reduction Strategic Plan**.

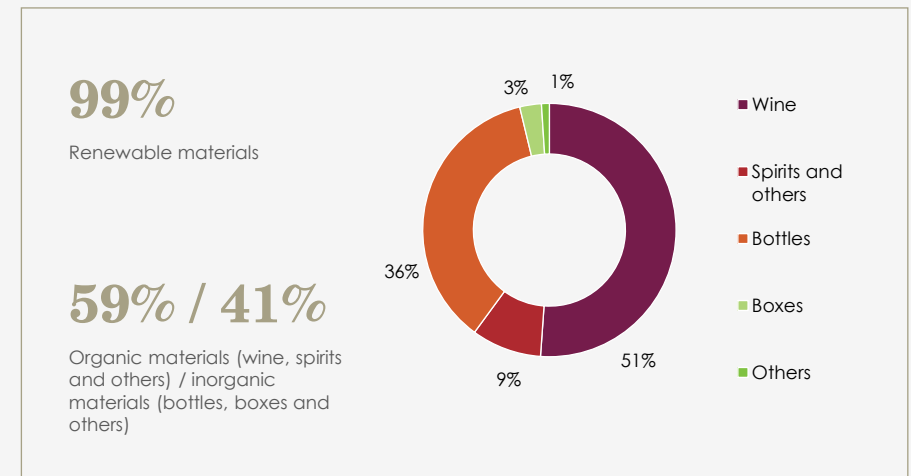
- We are continuing with the installation of water fountains at our facilities to eliminate the use of single-use plastic bottles.
- The decorative elements of the bottles (little bulls and cupids) are made with biodegradable materials derived from sugar cane.

### REUSE MEASURES AND CIRCULARITY

With the aim of extending the life of the materials used in our value chain, we have the following measures in place:

- The production process for the decorative bull figures recovers the remains and the scraps of material to reuse them in the production process. In 2022, 36% of production came from reused materials.
- Barrel's lifetime is around five years. In order to lengthen the life of these materials, most of them are subsequently used to age brandy or are sold to third parties.
- For more than a decade we have reused the waste generated in construction work and refurbishments to give such material a second life, and to eliminate the cost of managing the material and transporting it to landfills, as well as the need to buy new materials. In 2022 3,252 tonnes of construction waste were generated and reused.

2022



**70,797 t**

Materials used in the production process

**1.27 kg**

Consumption of materials per bottle produced

**70%**

Of inorganic materials come from recycled raw materials

2021

**71,173 t**

Materials used in the production process

**1.24 kg**

Consumption of materials per bottle produced

**66%**

Of inorganic materials come from recycled raw materials



## Managing our waste

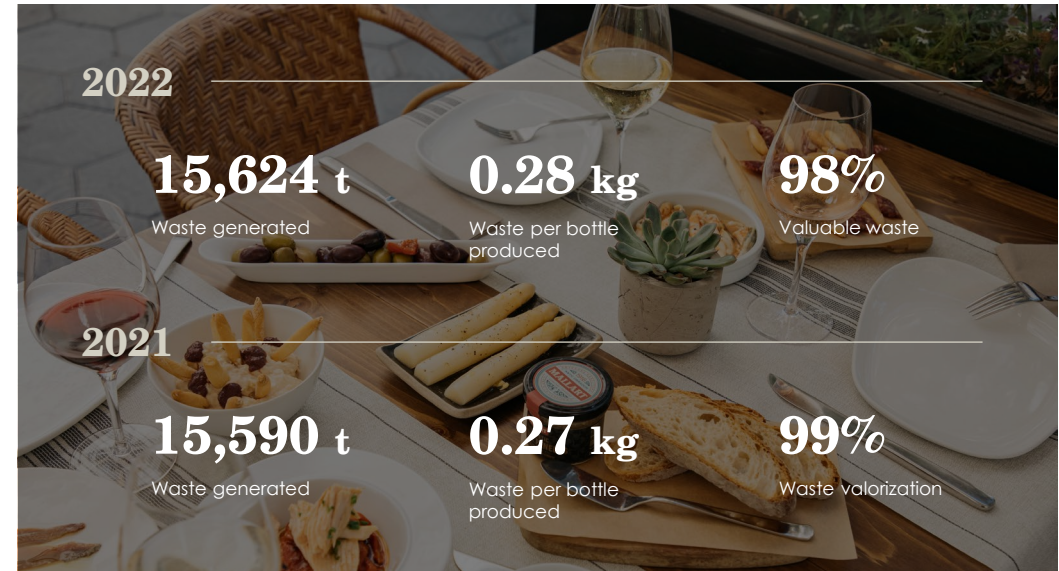
The generation and defective management of waste has a negative impact on the environment and the landscape. The potential impacts include soil pollution, water pollution, air pollution, the generation of foul smells, bioaccumulation of substances in species that are passed through the food chain and an increase in greenhouse gases.

At company level, waste is generated at various stages of the product life cycle:

- Upstream, as a result of the production of raw materials: grapes, packaging materials, services, products and equipment.
- At our facilities, derived from the design of products, production, packaging and logistics.
- Downstream, in the stage subsequent to sale, in relation to the distribution and sale of products and post-consumption.

In view of the importance of preserving the environment, we have an **Integrated Waste Management Policy**, which contains guidelines for waste management based on the principles of waste minimisation, reuse and recycling and not generating waste at all.

It should be noted that 98% of the waste generated has been valorized, either by reuse or recycling (15,330.21 t of non-hazardous waste and 57.17 t of hazardous waste). The remaining 2% to be eliminated amounted to 233.57 t of non-hazardous waste and 2.71 t of hazardous waste.



### FOOD WASTE

At Miguel Torres we are aware of the importance of reducing food waste from our gastronomic services and, therefore, we have a **Food Waste Policy** and promote various initiatives at our restaurants:

- Offering a set daily menu to reduce the variety of ingredients required and thereby facilitate stock control and reduce food waste.
- Production of subproducts from offcuts and ingredients left over after the dishes have been prepared.
- Inclusion of ingredients common to various dishes to reduce food waste.
- The preferential use of in-season products, which entails purchasing almost on a daily basis and reduces the need for prolonged storage.
- In the case of tapas menus, we are able to work with products already portioned and vacuum packed, enabling us to practically eliminate wastage.

#### REDUCTION TARGETS

#### ACTUAL REDUCTION

Familia Torres  
Penedès winery

Annual wood waste (2022 vs. 2020)	-5%	-----	-14%
Annual ordinary waste (2022 vs. 2020)	-5%	-----	-29%



# EXCELLENCE

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Act with excellence, committed to good work, rigour, and quality







## The highest standards of quality

At Familia Torres we strive to guarantee the excellence and quality of our products, and we apply the strictest standards throughout the value chain.

We are convinced that the more we care for the earth, the better our wines. That is why we have our own vineyards which are cultivated with the maximum respect for the environment to obtain excellent quality fruit. We also work closely with external grape growers, and advise them on the management and care of their vineyards, sharing our best practices and promoting a sustainable approach. Our grape growers have to meet strict requirements that are in line with our corporate policies to ensure the quality of our products from their origin.

In order to ensure the quality and continuous improvement of our processes, as well as the safety of our finished products, we have brought all our controls together in an **Integrated Management System**, which is in place at all the wineries and includes the following policies:

- **Integrated Management System Policy** (combining food quality and safety) for Familia Torres wineries in Spain.
- **Food Safety Policy.**
- **Integrated Quality and Safety Policy** of Miguel Torres Chile.

Our Food Safety Management System is based on the seven principles of the Codex Alimentarius: safe system, monitoring and control, system verification, technical competence of staff, traceability system, communication with the consumer and contingency plan.

All our wineries are certified under the **ISO 9001** standard, which centres on the management of quality risks, continuous improvement, customer satisfaction and the ability to provide quality products and services.

The Food Safety Management System in place at the Vilafranca del Penedès, Pals del Penedès, Sant Martí Sarroca, Constantí and Curicó (Chile) wineries is also certified under the **ISO 22000** Food Safety standard.

## LABELLING OF OUR PRODUCTS

Product labelling is fundamental to ensuring that the end consumer is provided with accurate and relevant information on the product consumed in accordance with the legislation in every country and market in which we are present:

- Appellation of origin information.
- Responsible alcohol consumption.
- Allergens.
- Prohibition of consumption by minors.
- Information for pregnant women.
- Safe use of the product according to best before date.
- Disposal method: recycling at a waste collection point.

We have established procedures to guarantee the correct labelling of our products. We make sure that all the products we make comply with EU labelling regulations and we have enhanced approval mechanisms for non-EU distributors.

2022

213

Employees dedicated to food safety\*

2021

204

Employees dedicated to food safety\*



\* Four of whom form part of the Food Safety Department while the others hold food safety roles.



## Our suppliers

Not only do we focus on guaranteeing the excellence of our internal processes and results, but we also demand the same standards from all the participants that play a role in our value chain. This applies to all our suppliers and is the manner in which we ensure the quality of our products and implement our values and principles throughout the supply chain.

In Spain, we have a **Supplier Policy**, based on the ethics and corporate responsibility model, and in Chile we have a Sustainability and Fair Trade Policy. These policies help us identify and manage the risks associated with the supply chain and establish the minimum requirements for our suppliers while encouraging sustainable management at all times.

### SUPPLIER APPROVAL PROCESS

In 2017, at Familia Torres' companies in Spain, we implemented a process of approving our strategic and important suppliers. The project was to validate all of these suppliers in the near future. The suppliers are assessed and approved on the basis of their nature and ability to comply with the requirements established in the Supplier Policy, thereby ensuring their suitability to work with us.

- Registration on the supplier portal and adherence to the supplier policy and the Familia Torres ethics model.
- Assessment of the following matters:
  - Quality
  - Ethics and corporate responsibility
  - Third-party liability
  - Food safety\*
  - Safety, health and well-being\*\*
  - Environmental information\*\*
  - Financial information\*\*
- On-site visits to strategic or critical supplies.
- Risk analysis and continuity plan for critical references.

### SUPPLIER ASSESSMENT

We firmly believe that companies have the responsibility to minimise the environmental and social impacts generated in their entire value chain, including those arising from the activity of their suppliers. Therefore, in Spain, we not only evaluate the quality of the materials and the level of service of our suppliers, but we also consider environmental criteria in our assessments, which allows us to promote continuous improvement and innovation in all areas.

18

Assessments performed based on environmental criteria

8

Audits of third parties conducted based on environmental and social criteria\*\*\*

### FOCUS ON HIGHER RISK COUNTRIES

We are aware that certain regions may have higher levels of risk in terms of environmental impact and violation of human rights. For this reason, we have stricter control procedures for suppliers that produce or outsource production in high-risk countries. These suppliers are subject to external audits conducted by independent entities that evaluate aspects such as operations, corporate social responsibility, the environment, hygiene, safety and health. Future relations with suppliers depend on the results of the audits.

### GRAPE SUPPLIERS

Assessments are performed annually of the grape growers with the greatest impact on our business, based mainly on the following criteria:

- Grape quality.
- Pesticide control.

\* Additional analyses in the case of suppliers of foodstuffs and materials in direct contact with the product, in order to ensure food safety.

\*\* This information is assessed at the strategic suppliers. Work is being performed to also implement it at the other suppliers.

\*\*\*Audits conducted by the Interviñas group.





## Actively listening to our customers and consumers



Our commitment to excellence and quality ensures the satisfaction of the **customers, distributors and end consumers** who place their faith in our products. That is why we have a process that enables us to manage all communications, ranging from claims to positive feedback, suggestions and queries.

If a customer makes a claim or complaint, our **external customer service** procedure is activated. This procedure defines the various stages and responsibilities involved from the receipt of the claim to the resolution and final response to the customer. An investigation of the case is carried out by our internal team and corrective and preventive measures are implemented to ensure that it does not happen again in the future.

Our customer service process forecasts various **communication mechanisms**, through both the usual channels of our customers and distributors and additional customer and consumer service channels. These channels include: direct contact with our sales managers and representatives or other employees, contact mailboxes on the Familia Torres website and on the El Petit Celler online store website, direct email and online customer service hotline.

With a view to continuously improving our relationship with customers and distributors, we regularly conduct **satisfaction surveys** to ascertain their degree of satisfaction in a range of areas, particularly the quality of the products and services they receive. Based on the results obtained in these surveys, specific action plans are established to improve the satisfaction of our customers and distributors.

In 2022 we conducted surveys in relation to Miguel Torres Chile to 73 domestic customers and 25 export customers, and the surveys reflected an increase in the satisfaction of both groups of customer. The results were **93% satisfaction** in the case of domestic customers **88%** satisfaction in the case of export customers.

At Familia Torres' companies in Spain, the planned survey was not carried out since work is being performed on a new methodology and a new system for measuring customer satisfaction.

In addition, visitor satisfaction surveys are normally carried out at our main wineries to obtain ratings on the visits and wine tourism activities, as well as post-sale satisfaction surveys for *petitceller.com* customers.



## Promoting responsible consumption

Consumers are increasingly showing a preference for healthy and moderate consumption habits. At the same time, the social responsibility of countries is increasing, with intervention to regulate alcohol consumption or increase taxes on higher alcohol wines. At Familia Torres we support and promote responsible consumption through our ranges of products and various initiatives, such as:

### LOW ALCOHOL WINES

To respond to current trends, at Familia Torres we have 15 wines with a low alcohol content (5.5%) and alcohol-free wines (0.0%).

### RESPONSIBLE ADVERTISING

Our Marketing Department has adopted responsible advertising guidelines focused on responsible consumption and consumption in moderation.

### WINE TOURISM ACTIVITIES

Our wine tourism experiences and visits to our wineries aim to educate the visitors on responsible wine consumption, promoting a wine culture in which moderation and responsible enjoyment are valued. The intention is to provide the tools required to appreciate the complexity of our wines and at the same time raise awareness about the importance of maintaining a balance in alcohol consumption.

### WINE IN MODERATION

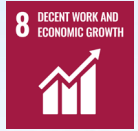
Familia Torres forms part of the Wine in Moderation association created in 2011, which promotes moderation and responsibility in wine consumption in more than 26 countries. To raise awareness of this idea among consumers, we use the "Wine in Moderation" logo on the back label of wines such as Sangre de Toro, De Casta and Viña Sol, and in more recent global and regional launches.

### FIVIN

Familia Torres is a founding member and patron of the Foundation for Wine and Nutrition Research (FIVIN), which was created in 1992 with the aim of researching the beneficial effects of moderate wine consumption on health.







*anta Digna*  
*Fair Trade*

# COOPERATION

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Success depends on everyone's work, cooperating to make the mission and the vision a reality







## Defending human rights

To ensure that human rights are respected in all our activities, we strictly follow our corporate responsibility and ethics model\*, which includes our Code of Business Conduct and Ethics and our Corporate Responsibility and Ethics Policy.

Both documents explicitly refer to our concerns regarding the defence of human rights and our promotion of, and compliance with, the fundamental conventions of the International Labor Organisation (ILO), fostering and supporting:

- The freedom of association and the right to collective bargaining.
- The elimination of all forms of forced or compulsory labour.
- The abolition of child labour.
- The elimination of employment and occupation discrimination.

In addition, to ensure compliance with our commitments on human rights, we have a whistleblowing channel available to our employees, distributors and approved suppliers in Spain and Andorra, in the event of violation of these rights.

It is important to highlight that, in order to prevent risks of human rights violations, we require that all our strategic and important suppliers to be approved and reviewed to ensure that they have not breached any human rights legislation during this process. Also, we apply this same control to new distributors.

Moreover, we ensure that both our internal and external security personnel receive training on human rights, paying special attention to the right to life, integrity and personal freedom. Specifically, all the members of our security team in Spain and Chile have received human rights training. In addition, we demand that all security companies we engage guarantee that all workers who provide services at our facilities have received security-related human rights training and have the corresponding approval.



As part of our ongoing commitment to due diligence in the area of human rights, in 2022 our **Human Rights Policy** came into force.

In addition, we have also begun to develop a **human rights due diligence** project, starting with the identification of risks of human rights violations throughout our value chain. We will continue to work on this project in 2023.



### Familia Torres Penedès winery

Audited in accordance with the Sedex Members Ethical Trade Audit (SMETA) standards

Employment conditions

\* Currently being implemented at the subsidiaries in China and Chile.





## Social and economic development of local communities

Our commitment to corporate social responsibility leads us to be strongly committed to the local environment in which we operate, seeking to guarantee the social well-being and economic development of local communities and the suppliers we work with.

### COMMUNITY COOPERATION INITIATIVES

We carry out cooperation projects and initiatives with the aim of generating a positive impact on local communities.

We promote the involvement of our employees in social initiatives through a **corporate volunteer programme** to benefit local communities.

We generate a direct impact on the community through **donations**, both financial and species, to **charities, foundations and research institutes** (which have no relation with our activity).

We work with local communities through **cooperation and sponsorship agreements**, the goal of which is to support initiatives and projects of particular note or especially useful for the local community, based on the following areas of action:

- Local festivals.
- Cultural and sport activities.
- Promotion of tourism.
- Schools, universities and training.

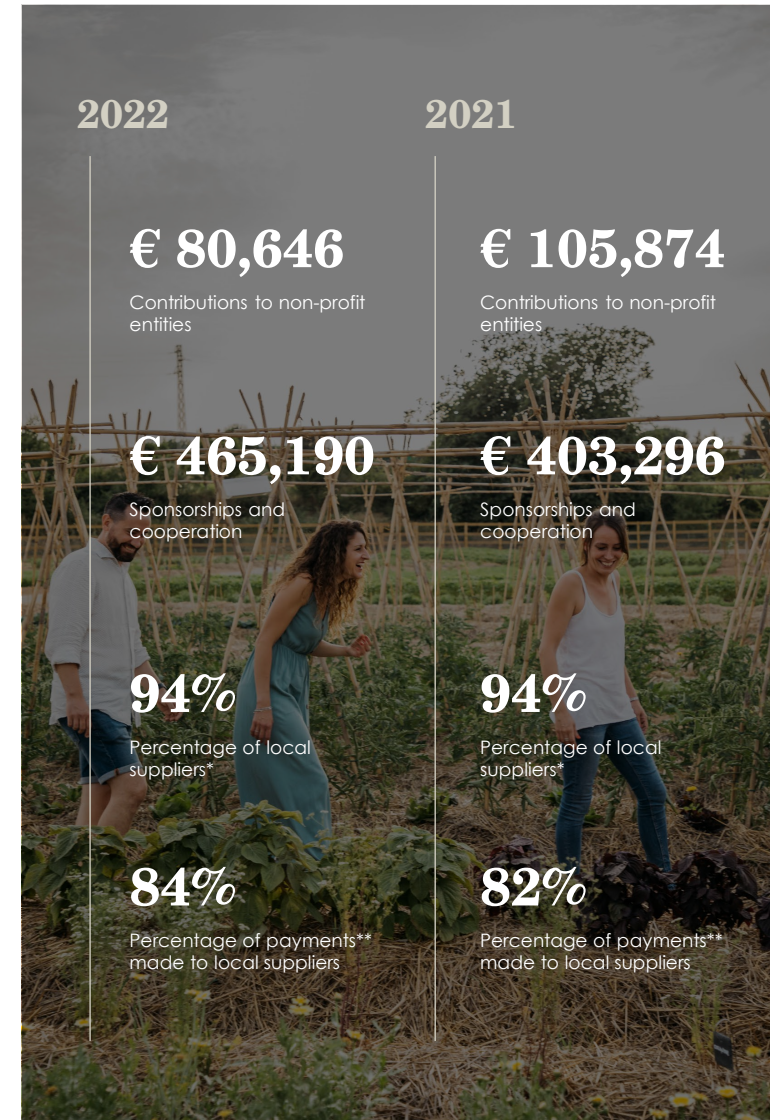
### PROMOTION OF LOCAL SUPPLIERS

In line with our commitment to support the economic development of the local communities in which we are present, we prioritise the selection of local suppliers\*, in order to promote well-being and growth.

In addition, we strive to maintain close and transparent relationships with our local suppliers to benefit both parties as well as the local community. We believe that support for local suppliers provides multiple benefits for our business: cultural ties with the suppliers, reductions in delivery times, contribution to the growth of the local economy, and reductions in transport costs and in the greenhouse gas emissions associated with goods transport.

\*Local suppliers are suppliers from the same country as the Familia Torres company being supplied.

\*\*The payment amounts used for calculation purposes include tax.





## Social and economic development of local communities

### FAIR TRADE PROJECT

Our commitment to responsible purchasing is more significant in Chile, due to the major difference between large producers and small grape growers generally at the mercy of the weather and market prices determined by large corporations. Consequently, in 2010 we launched the **Fair Trade project** in Chile to show our commitment to strengthening small grape growers in order to guarantee equal commercial conditions and sustainability in the industry, based on the following lines of action:



**Preserving traditional Chilean varieties.** Fostering and promoting native and forgotten varieties.



**La Causa wine collection.** Joint working project between Miguel Torres Chile and small producers of traditional varieties.



**Social investment premiums.** Small grape growers with Fair Trade certification not only benefit from a fair price for the sale of their products, they also receive a premium for each Fair for Life bottle sold. This premium is reinvested in projects that seek to improve the standard of living of the community, both internally (workers and their families) and externally (communities close to each part of the operation).

The projects implemented in 2022 included:

- Installation of a greenhouse at the Arturo Alessandri de Romeral school.
- Donation of a container to the Agustín Torres school for the provision of additional space with didactic and sports material and school furniture.
- Greenhouses for workers in the San Agustín and Itata farmlands, helping them to grow their own crops to supply their families with food.
- Donation of protective equipment and fire-fighting material to various fire departments such as Flor del Llano San Clemente Fire Department, Sector Aguas Negras Fire Department, Curicó Fire Department, and Sector Mariposas San Clemente Fire Department.

There is a Sustainability and Fair Trade policy in Chile, which is based on the following commitments:

- Respect for the human rights and employment law in force.
- Establishment of a framework to foster fair employment relations.
- Guaranteeing the Fair Trade minimum payment.
- Promotion of the proper use of the resources generated by the Fair Trade premiums.
- Promote a culture of respect for the environment.



Since 2010 Miguel Torres Chile has been awarded the Fair Trade Certification under the Fair for Life model, which indicates that the winery pays a fair price for raw materials, thus facilitating the development of local farmers, especially smaller-scale farmers at a competitive disadvantage.

**\$ 1.17M**

For Fair Trade projects since obtaining certification in 2010



## Familia Torres Foundation

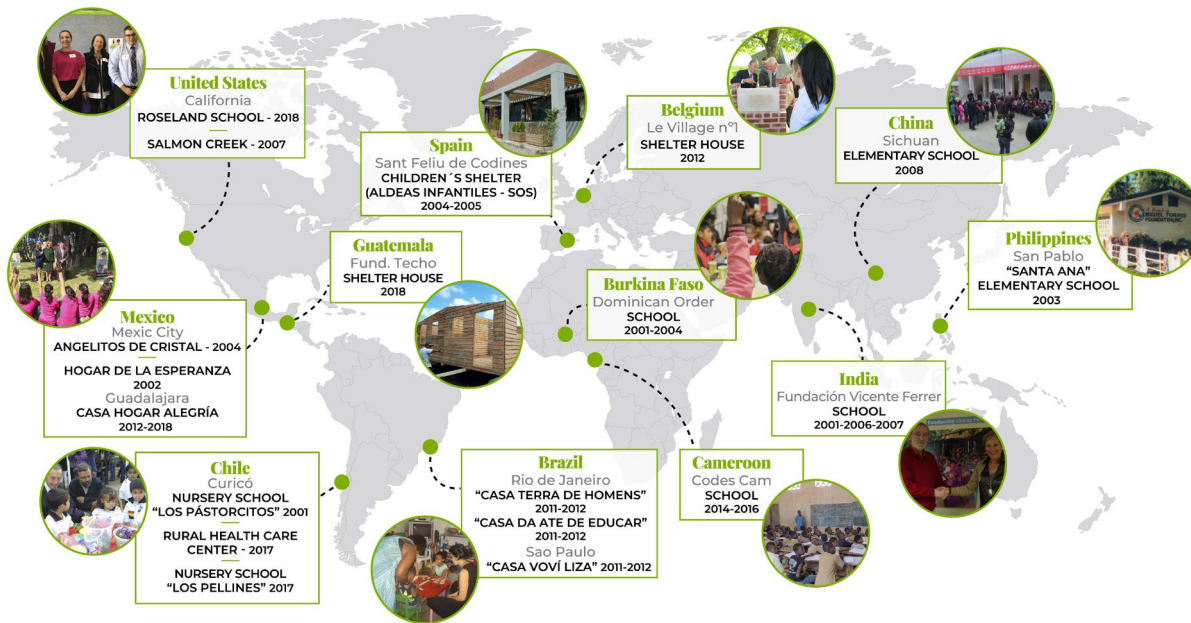
Since its creation in 1986 the Familia Torres Foundation has promoted more than 400 cooperation projects around the world, aimed at the following main objectives:

- Protection of children through the construction of schools and homes for orphans at risk of social exclusion.
- Women's empowerment and the fight against gender violence.
- Health improvement of groups in need.
- Bringing culture closer to the population
- Humanitarian aid and aid for areas affected by natural disasters.

In 2022 the Foundation's work centred on projects chosen during the aid selection process held in 2021. Five entities were chosen, one raises funds for children at Educational Action Residential Centres (CRAEs in Catalan) and for unaccompanied minors, another engages in improving healthcare for homeless people and the other three help the social reintegration of women at risk.

At the beginning of 2022, two families from Ukraine were helped to become residents in Spain.

We have also worked hand in hand with the Mexican entity Angelitos de Cristal, which specialises in caring for children suffering from the disease osteogenesis imperfecta, providing economic support to cover the entity's maintenance expenses.

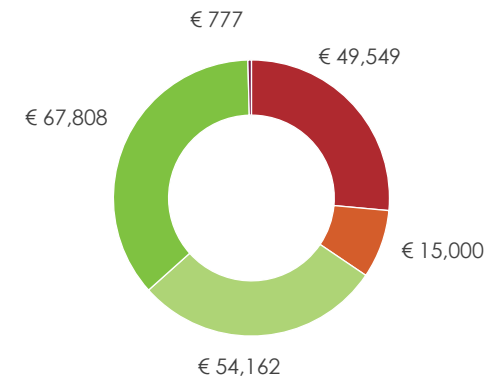


**23**

Familia Torres Foundation projects

**€ 187,296**

Familia Torres Foundation aid



- Aid to groups in need
- Aid to culture and art
- Aid to children
- Aid to women and families
- Aid relating to the environment and natural disasters



## Familia Torres Foundation



### Hasen project

Residential care and psychological support for vulnerable women and minors to promote their reintegration into society and the employment market.



### Street Hospital Project (Proyecto Hospital de Calle)

Offering medical specialist healthcare cover (from dermatologists, chiropodists, psychologists, etc.) to homeless people.



### Stitches of freedom project (Proyecto Puntadas de libertad)

Assists and trains women leaving Catalonia's prisons on a personal and professional level to reintegrate into society and access the labour market.



### Family Space project (Proyecto Espacio Familiar)

Psychological and psychosocial care project for families, children and adolescents in the CRAE Toni Inglés residential centre.



### "Angelitos de Cristal" project

Economic support for the maintenance of the centre for children with osteogenesis imperfecta, the construction of which we previously supported in 2008.

## OTHER PARTNERSHIPS







# CURIOSITY

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Staying in constant contact with the environment to identify needs, opportunities and trends







## Constant innovation

We promote innovation as we believe it plays an essential role in the progress towards more sustainable practices that will enable us to reduce our impact on the environment.

To continue this progress towards the vineyard of the future, we are carrying out several R&D&I projects to improve the quality of vineyards and minimise the impacts that climate change has on them.

**2022**

**11**

R&D&I projects

**€ 1,122,199**

R&D&I expenditure

**€ 42,236**

R&D&I investment

**2021**

**9**

R&D&I projects

**€ 884,751**

R&D&I expenditure

**€ 168,859**

R&D&I investment

## OPEN INNOVATION

In 2017, the Innovation and Knowledge Department launched a new strategy for promoting innovation through collaboration with start-ups to establish relationships benefiting both parties.

For start-ups, interacting with Familia Torres can provide a means for accelerating their growth through various types of collaboration, such as carrying out pilot trials, validating their technology, promoting them in the industry and even, in some case, obtaining investment.

For us, collaborations involve the possibility of incorporating new technologies, providing agile responses to business challenges, testing new business models, identifying people with talent and opening potential new business lines with a vision of the future.

In 2022 we contacted 166 start-ups and four new collaborations were initiated.

In 2022 we participated in the second edition of the HORECA CHALLENGE, together with DAMM, MEDIAPRO and the new partner PEPSICO. In this edition, we presented three new challenges with the aim of helping the HORECA sector, and we received more than 100 candidates. Ultimately, 3 winners were selected with which 3 pilot projects were jointly financed by the four companies. We presented the results of those pilot projects at the end of the year.

We also participate in the field of sustainability, to face up to the challenge of water scarcity, hand in hand with the EIT (European Institute of Innovation and Technology). After evaluating the solutions proposed by around 40 start-ups and small and medium-sized enterprises, the start-up EZPack was ultimately chosen to carry out a pilot project in the first half of 2023.







## Constant innovation

### ANCESTRAL VARIETIES PROJECT

Internal

This is our innovation project "par excellence", which was initiated in the eighties. The goal is to recover ancestral grape varieties that were lost as a result of the phylloxera plague, which have great oenological potential and are more resistant to high temperatures and drought.

### VITIS AGROLAB PROJECT

Internal

This internal project initiated in 2018 consists of performing vine irrigation and handling trials to observe and assess the agronomical and oenological differences based on the irrigation treatment and the vine training system used, and the potential for mitigating climate change. Scientific support is provided by IRTA (Institute of Agrifood Research and Technology), and several start-ups are also collaborating in the project.

### GO REBO2VINO PROJECT

Consortium

Grant

A project initiated in 2022 the aim of which is to ascertain the technical, economic and environmental feasibility of implementing a reuse system for standard glass bottles in the Spanish wine sector.

### GO VITIREGENERARE PROJECT

Consortium

Grant

A project initiated in 2022 whose objective is to demonstrate and validate agronomic practices that contribute to regenerating the health and vitality of agricultural soils to achieve a more sustainable regenerative viticulture that enhances biodiversity.

### INTERREG SUDOE COPPEREPLACE PROJECT

Consortium

Grant

The aim of this project is to continue along the lines of a previous project that ended in 2020 with the same objective of reducing doses of phytosanitary treatments. The project focuses on developing a product application system that can be varied according to the vigour of the vines, based on satellite images. Several types of trials have been conducted since the start of the project: pilot trials with alternative products to help reduce the use of copper and sulphur, employing copper and sulphur microparticles and nanoparticles, and with cover crops to improve soil biodiversity and study carbon sequestration.

### LIGHT IS LIFE PROJECT

Consortium

Grant

A demonstration project launched in 2021 based on the use of UV light to stimulate plants' natural defences and help reduce the use of phytosanitary treatments in vineyards.



Go Rebo2vino Project



Go Vitiregenerare Project



Interreg Sudoe Copperreplace Project





## Building alliances to drive change

We are aware that large-scale transformational change cannot be achieved alone; it is essential to build alliances to join forces and achieve results together. That is why we aim to be agents of change in the industry, promoting innovation as the fundamental driving force of progress towards more sustainable practices that will enable us to reduce our impact on the environment in which we operate.

€ 336,711

Membership of wine industry,  
environmental and other associations



INTERNATIONAL  
WINERIES FOR  
CLIMATE ACTION

### International Wineries for Climate Action (IWCA)

In 2019, together with the Californian winery Jackson Family Wines, we founded [International Wineries for Climate Action \(IWCA\)](#), an international working group of wineries whose common goal is to reduce greenhouse gas (GHG) emissions in the short and medium term and achieve net-zero emissions by 2050.

IWCA's mission is to foster the creation of climate change mitigation strategies and the decarbonisation of the wine sector worldwide, raising awareness of the need to urgently address the effects of climate change. In addition, it promotes the adoption of carbon footprint inventories that include the three scopes and the development of strategies and best practices to reduce greenhouse gas (GHG) emissions.

Miguel A. Torres (fourth generation of the Torres family) is the chair of this association.



### Regenerative Viticulture Association

Within the framework of our drive to promote the regeneration of viticulture, in 2021 we co-founded the [Association of Regenerative Viticulture](#), in conjunction with the consultancy firm AgroAssessor and other wineries. The association was created to combine the efforts of various grape growers, and provide a space for sharing knowledge and experiences. In addition, it seeks to promote the implementation of regenerative practices in the management of vineyards and promote a community that can accompany and motivate other players in the sector to follow this path.

This meeting point for grape growers and farmers promotes a range of activities to help publicise our objectives, progress and best practices, such as discussion forums, round table events, visits, working sessions, conferences, symposiums and training courses.

Miguel Torres Maczassek (fifth generation of the Torres family) is the chair of this association.



### INNOVI

Familia Torres is an associate member of Innovi, the Catalanian winegrowers' cluster, which brings together more than 50 players in the wine sector, and aims to promote the competitiveness of companies in the sector through innovation.

Mireia Torres Maczassek (fifth generation of the Torres family) is the deputy chair of this cluster.



### Wine Technology Platform ("PTV")

Familia Torres is part of the Wine Technology Platform, an initiative that aims to unite efforts in the field of R&D&I of all wine industry players to promote cooperation between business and science.

Mireia Torres Maczassek (fifth generation of the Torres family) is the current chair of this platform.





## Building alliances to drive change

At Familia Torres, we believe that being agents of change involves promoting joint initiatives with various stakeholders to raise awareness in the sector of the importance of sustainability. For this reason, we are proud to highlight the following projects carried out with the aim of promoting more sustainable practices that consider the future of our planet.

### Supplier plan

We work closely with our grape suppliers. Each year, we share measures and advice with them on how to reduce their footprint in the countryside, raise their awareness of environmentally friendly growing practices and encourage them to calculate their emissions in order to raise awareness and continuous improvement.

### Environmental conferences

Each year we organise an Environmental Conference in conjunction with Universidad de Barcelona where leading experts discuss significant issues concerning the environment and climate change. This year the energy model in the face of the climate emergency was debated, and a citizen participation initiative was launched in order to listen to the opinion of citizens on environmental matters.

### Electricity self-consumption aid for our employees

We encourage all our employees in Spain to install solar panels in their homes, and subsidise the cost of two solar PV panels for each panel they purchase, up to a maximum of four per person (1,320 W of power).

### Torres & Earth Awards

Every year, we present the Torres & Earth Awards in recognition of the efforts made by suppliers, journalists and geographical territories in the fight against climate change. In this latest edition, the winners were the suppliers Tomàs Peig, Logística Juan Ruiz and Verallia, the municipality of Caldes de Montbui and the environmental journalist José Luis Gallego.

In the second edition of the Torres & Earth Volunteering Awards, in which the Catalanian Forest Defence Associations (ADFs) and other environmental associations that carry out projects to improve biodiversity, preserve forests, etc. are rewarded for their work, the award-winners were the Pla de Bages and Sant Martí de Tous ADFs and the La Sinia Environmental Association.



## Torres Brandy Zero Challenge

We would like to highlight the initiative launched by Torres Brandy in 2021: an international competition to raise awareness of reducing environmental impact in the cocktail sector, for both establishments and consumers.

This is a global initiative by the brand offered in all Torres Brandy's strategic markets. When the markets decide to participate they roll out the competition locally. The objective is to reward the best sustainable bar project presented by bartenders or bar owners.

The competition consists of choosing a local finalist in each country to represent the country in the global final. The final winner receives EUR 25,000 to carry out their project and a personal prize of EUR 5,000. This initiative will take place each year.\*



\*It should be noted that at the date of this report only the local finals had taken place. The global final will be held in Barcelona in March 2023.





# APPENDICES

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## About this report

This report includes the Consolidated Non-Financial Information Statement of Miguel Torres S.A. and subsidiaries ("Familia Torres") for the year ended 31 December 2022. Specifically, it includes information on the companies shown in the table below.

We should mention that, due to their low materiality level, the information on personnel does not include the promoters in the United States (Miguel Torres USA, Inc.) and Ireland (Wine Tech, Ltd.).

The following terms are used to refer to the different scopes of the information reported herein:

- Familia Torres: Miguel Torres S.A. and subsidiaries
- Familia Torres Penedès winery: winery of Pacs del Penedès
- Familia Torres Priorat winery: winery of DOQ Priorat
- La Carbonera: winery and state of DOQ Rioja
- Miguel Torres: Miguel Torres S.A. (parent company)
- Miguel Torres Chile: winery of Curicó (Chile)
- Pago del Cielo: winery and state of DO Rueda and DO Ribera del Duero
- Purgatori: winery and state of DO Costers del Segre

The report was prepared on the basis of the *Global Reporting Initiative (GRI) Sustainability Reporting Standards (GRI Standards)*, to respond to the requirements relating to non-financial information and diversity provided for in Law 11/2018, of 29 December.

In addition, the principles for defining the content and quality of the report included in Law 11/2018 on Non-Financial Information and Diversity were applied.

- **Comparability:** the information must make it possible to compare the company's economic, social and environmental performance with other companies and itself over the course of time and with the targets set by the organisation itself.
- **Materiality and Relevance:** greater attention must be given to issues that reflect the organisation's significant economic, environmental and social impacts and have a substantial influence on its stakeholders' assessments and decisions.
- **Reliability:** the information and processes used to prepare the report must be gathered, recorded, analysed and reported in such a way that they may be reviewed and provide assurance to the stakeholders that the information they have received is sufficient in terms of reliability, quality and materiality.

### Miguel Torres, S.A.

#### PRODUCERS

##### Spain

Selección de Torres, S.L.U.  
Soto de Torres, S.L.U.  
Jean Leon, S.L.U.  
Torres Priorat, S.L.U.  
Agulladolç, S.L.U.  
Torres Ecològic, S.L.U.

##### Chile

Sociedad Vinícola Miguel Torres, S.A.

#### DISTRIBUTORS

##### Spain

Excelsia Vinos y Destilados, S.L.U.  
El Petit Celler, S.L.U.  
Ribera del Duero, S.L.U.  
Distribuidora de vinos Rosaleda, S.L.U.  
Torres Import, S.A.U.  
Excelsia Canarias Vinos y Destilados, S.L.U.

##### China

Shanghai Torres Wine Trading, Co. Ltd.

##### Andorra

Vinissim, S.A.U.

#### HOLDING COMPANIES

##### Spain

Torres Áraba 2007, S.L.U.  
Promociones Soto Eólica, S.L.U.  
Torres Taiyo, S.L.U.  
Miguel Torres Canarias, S.L.U.  
Masos Flassada Sord, S.A.U.  
Fransola, S.A.

##### Chile

Forestal Miguel Torres, S.P.A.

#### PROMOTERS

##### United States

Miguel Torres USA, Inc.

##### Ireland

Wine Tech, Ltd.

#### RESTAURANTS

##### Spain

La Vinoteca Torres, S.L.U.

##### Chile

Comercial Miguel Torres, Ltd.

#### LOGISTICS COMPANIES

##### Spain

Colomé Angelats, S.L.U.

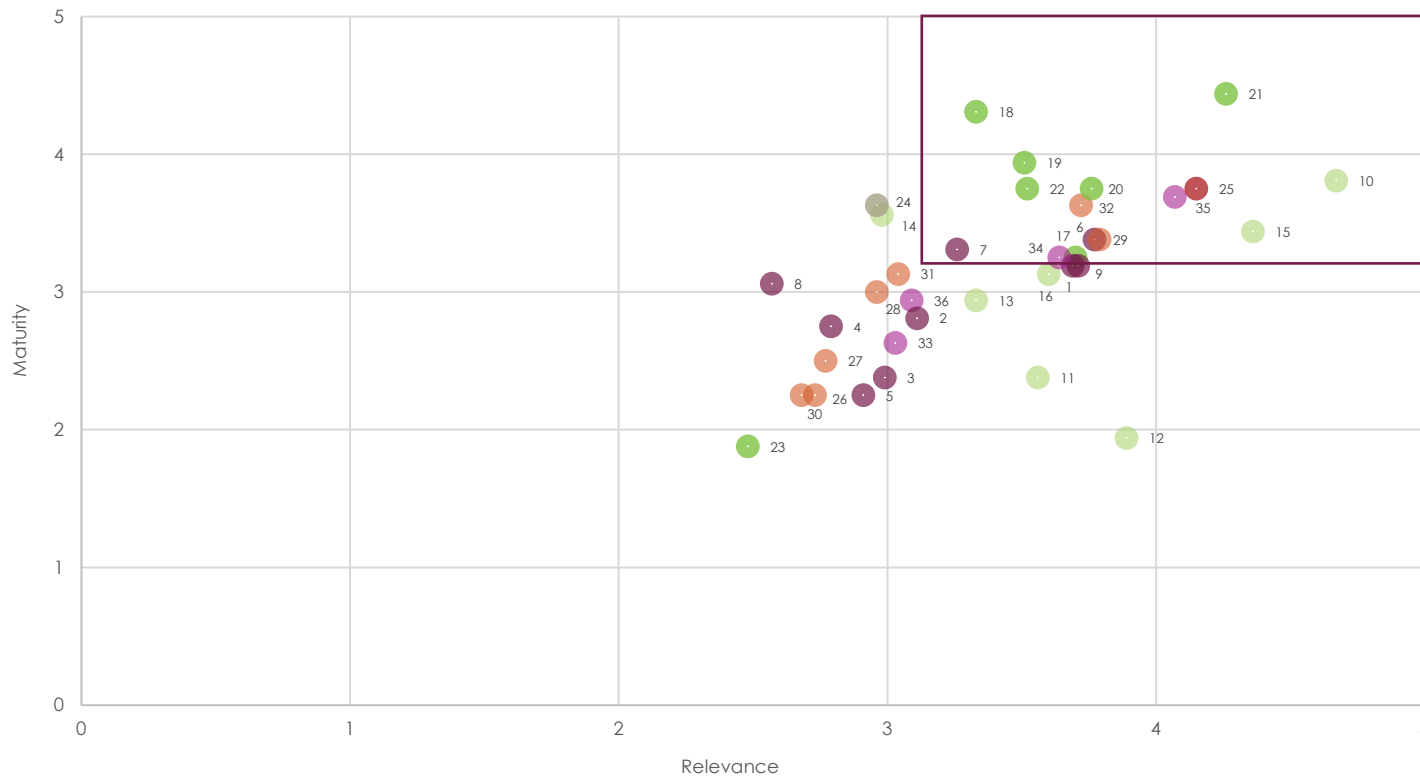


## Materiality analysis

In accordance with the materiality and relevance criterion, in 2018 Familia Torres' activities were analysed to define the most important issues for the organisation and its stakeholders. In 2021 the materiality matrix was updated by performing a review of the issues analysed and improving the assessment of such issues at competitors and influencers (companies considered to have the ability to influence the company).

In 2022, although a specific and exhaustive materiality analysis was not carried out, the risks and prioritised issues obtained in previous years were evaluated to assess whether they were still valid for this year. As a consequence of this process, it was observed that the risks and topics identified were similar and therefore continued to be valid for this report.

This process enabled us to identify the current material issues (shown in bold in the adjacent list) according to the evolution of industry trends.



### LIST OF MATERIAL TOPICS

- 1 Business model
- 2 Governance model
- 3 Ethics and integrity
- 4 Anti-corruption
- 5 Competition and pricing
- 6 Reputational impact and brand management**
- 7 Sustainability strategy**
- 8 Stakeholder participation
- 9 Management of the impact of the pandemic
- 10 Quality management**
- 11 Food safety
- 12 Traceability and labelling
- 13 Personal data privacy
- 14 Customer care
- 15 New requirements (ecological, sustainable, organic, vegan, other)**
- 16 Responsible consumption
- 17 Biodiversity**
- 18 Environmental management system**
- 19 Energy resources**
- 20 Water management**
- 21 Climate change**
- 22 Circular economy and waste**
- 23 Sustainable buildings
- 24 Supplier assessment and approval
- 25 R&D&I projects**
- 26 Employee relations
- 27 Organisation of working hours
- 28 Remuneration, hiring and employee benefits
- 29 Health and safety**
- 30 Disconnection from work and work-life balance
- 31 Diversity and equal opportunities
- 32 Training and development**
- 33 Human rights
- 34 Local community relations**
- 35 Impact and social action**
- 36 Tax information, economic value generated and transparency





## Our stakeholders

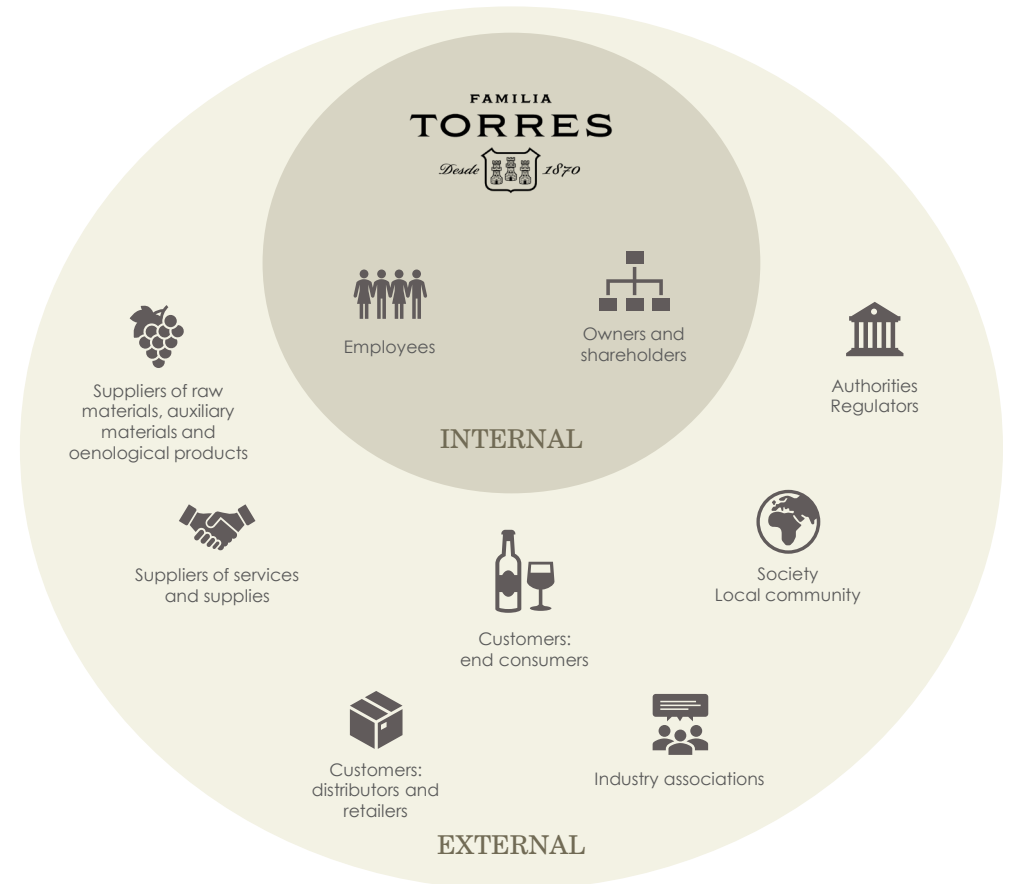
The creation of shared value with our stakeholders is one of the fundamental pillars for achieving sustainable corporate development and a responsible business model. For this reason, we consider it essential to integrate the expectations and needs of our stakeholders in the decision-making process and in the management of our company.

At Familia Torres we believe that shared value is essential to achieving sustainable corporate development and a responsible business model. Accordingly, we strive to establish solid relationships with our stakeholders, based on transparency, mutual trust and two-way dialogue. In this way, we integrate their expectations into our management and decision-making model.

In this regard, we have established various communication channels to maintain a fluid and regular relationship with our stakeholders, with the aim of listening to their suggestions and responding to their expectations. These channels have allowed us to map the expectations of each of our stakeholders in order to be able to adapt our business strategy to meet their needs effectively.

### COMMUNICATION CHANNELS

- **Internal:** to improve internal communication within the organisation, at Familia Torres have various channels adapted to the needs and specific features of each country, such as: the corporate intranet, bulletin boards, information screens, daily newsletters, surveys, interdepartmental meetings and transversal communication events (tastings, visits to other facilities, etc.). We also have employee representatives and delegates in order to promote dialogue and employee participation.
- **External:** the usual communication channels, such as email, regular mail, telephone, meetings and conferences, press, social media, etc.
  - **Additional channels for Miguel Torres distributors:** customer care service, specific digital portal for distributors, surveys and marketing guidelines.
  - **Additional channels for consumers:** customer care service, surveys and online channels (social media, Familia Torres websites and online store).





## Familia Torres brands

### FAMILIA TORRES

Atrium    
 Clos Ancestral   
 Coronas    
 Forcada  
 Fransola   
 Gran Coronas    
 Grans Muralles  
 Guardians de la Terra   
 Mas de la Rosa  
 Mas La Plana  
 Milmanda  
 Floralis Moscatel Oro  
 Perpetual  
 Pirene  
 Purgatori   
 Reserva Real  
 Salmos  
 Secret del Priorat  
 Sons de Prades    
 Vinyarets   
 Waltraud 

### VIÑA ESMERALDA

Viña Esmeralda  

### FAMILIA TORRES ESTATES

Celeste  
 Las Pisadas  
 Pazo Das Bruxas  
 Pazo Torre Penelas  
 Vardon Kennett Esplendor  
 Vardon Kennett Rose de Mar

### JEAN LEON

GB-21 (Experimental)  
 Jean Leon 3055    
 Jean Leon Nativa    
 Jean Leon Petit Verdot  
 Jean Leon Vinya Gigi    
 Jean Leon Vinya La Scala     
 Jean Leon Vinya Le Havre     
 Jean Leon Vinya Palau  

### SANGRE DE TORO

Sangre de Toro  

### 7 MAGNÍFICS

El Senat del Montsant  
 Rebels de Batea  
 Somiadors

### MIGUEL TORRES CHILE

Almado    
 Ándica    
 Cacci  
 Conde de Superunda  
 Cordillera   
 Días de Verano   
 Digno     
 Emblema  
 Escaleras de Empedrado  
 Estelado    
 Finca Negra    
 Hemisferio   
 La Causa    
 Las Mulas  

### OTHER BRANDS

22 Pies  
 Altos Ibéricos  
 Be Negre  
 Blancat Natur   
 De Casta   
 Gran Viña Sol    
 La Noia del Tatuatge

Loco de Piedra  
 Los Inquietos  
 Manso de Velasco   
 Miguel Torres Gran Reserva  
 Millapoa    
 Reserva Ancestral  
 Reserva del Sol  
 Rio Claro    
 Sabio  
 San Medin  
 Santa Digna   
 Tenaz   
 Tormenta    
 Trinitas    
 Valle Alto

Mas Rabell   
 Natureo   
 Ohla  
 San Valentin    
 Verdeo  
 Viña Brava   
 Viña Sol  

### JUAN TORRES MASTER DISTILLERS

El Gobernador	Torres 10 Double Barrel
Jaime I	Torres 10 Smoked Barrel
Magdala	Torres 15
Reserva del Mamut	Torres 20
Torres 5	Torres Alta Luz
Torres 10	Torres Spiced

### FOOD

#### Familia Torres

Eterno Oil  
 Purgatori Oil  
 Silencio Oil  
 La Oscuridad Vinegar

#### Miguel Torres Chile

Santa Digna Oil

#### Molí de Dalt

Molí de Dalt Oil

#### Torre Real

Olives  
 Mediterranean Red Tuna  
 White Tuna  
 Nape of White Tuna  
 Baby Broad Beans  
 Chestnuts Preserved in Brandy  
 Marrón Glacé  
 Mushroom Conserve  
 White Tuna Belly



Brands with  
vegan wines



Brands with  
ecological wines



Brands with Fair  
Trade wines





## Contents tables

**Table 1.**  
Workforce at year-end by age bracket, gender and professional category

	Top management		Executives		Senior management		Middle management		Technicians		Administrative staff		Sales managers		Auxiliary staff and operators		TOTAL	
	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021
Men <30 years of age	-	-	-	-	-	-	-	-	17	18	1	1	2	1	41	31	61	51
Women <30 years of age	-	-	-	-	-	-	-	-	19	14	11	11	3	4	8	17	41	46
Men 30-50 years of age	1	1	5	4	25	26	63	55	107	111	15	18	38	37	172	166	426	418
Women 30-50 years of age	-	-	2	2	13	15	42	36	108	113	52	51	23	22	31	37	271	276
Men >50 years of age	-	-	11	11	19	19	40	36	61	57	14	14	23	23	104	92	272	252
Women >50 years of age	-	-	2	2	4	2	7	6	21	19	20	16	2	2	20	17	76	64
<b>TOTAL</b>	<b>1</b>	<b>1</b>	<b>20</b>	<b>19</b>	<b>61</b>	<b>62</b>	<b>152</b>	<b>133</b>	<b>333</b>	<b>332</b>	<b>113</b>	<b>111</b>	<b>91</b>	<b>89</b>	<b>376</b>	<b>360</b>	<b>1,147</b>	<b>1,107</b>

**Table 2.**  
Workforce at year-end by type of contract, gender, age and professional category

		Permanent contract		Temporary contract	
		2022	2021	2022	2021
Gender	Women	331	319	57	67
	Men	718	672	41	49
Age	<30 years of age	77	71	25	26
	30-50 years of age	630	609	67	85
	>50 years of age	342	311	6	5
Professional category	Top management	1	1	-	-
	Executives	20	19	-	-
	Senior management	54	55	7	7
	Middle management	148	130	4	3
	Technicians	308	306	25	26
	Administrative staff	95	89	18	22
	Sales managers	73	70	18	19
	Auxiliary staff and operators	350	321	26	39
<b>TOTAL</b>		<b>1,049</b>	<b>991</b>	<b>98</b>	<b>116</b>

**Table 3.**  
Workforce at year-end by number of working hours, gender, age and professional category

		Full-time		Part-time	
		2022	2021	2022	2021
Gender	Women	354	350	34	36
	Men	743	700	16	21
Age	<30 years of age	98	94	4	3
	30-50 years of age	669	665	28	29
	>50 years of age	330	291	18	25
Professional category	Top management	1	1	-	-
	Executives	19	18	1	1
	Senior management	59	59	2	3
	Middle management	146	127	6	6
	Technicians	320	316	13	16
	Administrative staff	101	99	12	12
	Sales managers	91	88	-	1
	Auxiliary staff and operators	360	342	16	18
<b>TOTAL</b>		<b>1,097</b>	<b>1,050</b>	<b>50</b>	<b>57</b>

**Table 4.**  
Workforce at year-end by country\*

	No. of employees	
	2022	2021
Andorra	9	8
Chile	204	191
China	105	121
Spain	829	787
<b>TOTAL</b>	<b>1,147</b>	<b>1,107</b>

\*Due to the scant materiality involved, the information on personnel-related matters does not include the companies in the United States or Ireland.



## Contents tables

**Table 5.**  
Average workforce by age bracket, gender and professional category

	Top management		Executives		Senior management		Middle management		Technicians		Administrative staff		Sales managers		Auxiliary staff and operators		TOTAL	
	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021
Men <30 years of age	-	-	-	-	-	-	-	-	18	17	2	1	2	2	40	34	62	54
Women <30 years of age	-	-	-	-	-	-	-	-	18	18	9	12	4	3	17	17	48	50
Men 30-50 years of age	1	1	6	4	26	28	60	57	112	114	16	17	39	42	177	169	437	432
Women 30-50 years of age	-	-	2	2	14	15	38	35	106	108	50	49	22	23	35	38	267	270
Men >50 years of age	-	-	9	10	17	15	37	35	58	53	15	14	23	22	95	90	254	239
Women >50 years of age	-	-	2	2	2	2	7	6	20	20	18	15	2	1	16	18	67	64
<b>TOTAL</b>	<b>1</b>	<b>1</b>	<b>19</b>	<b>18</b>	<b>59</b>	<b>60</b>	<b>142</b>	<b>133</b>	<b>332</b>	<b>330</b>	<b>110</b>	<b>108</b>	<b>92</b>	<b>93</b>	<b>380</b>	<b>366</b>	<b>1,135</b>	<b>1,109</b>

**Table 6.**  
Average workforce by type of contract, gender, age and professional category

		Permanent contract		Temporary contract	
		2022	2021	2022	2021
Gender	Women	321	313	61	71
	Men	704	670	49	55
Age	<30 years of age	79	74	31	30
	30-50 years of age	627	613	77	89
	>50 years of age	319	296	2	7
Professional category	Top management	1	1	-	-
	Executives	19	18	-	-
	Senior management	53	53	6	7
	Middle management	139	129	3	4
	Technicians	307	305	25	25
	Administrative staff	90	87	20	21
	Sales managers	73	72	19	21
	Auxiliary staff and operators	343	318	37	48
<b>TOTAL</b>		<b>1,025</b>	<b>983</b>	<b>110</b>	<b>126</b>

**Table 7.**  
Average workforce by number of working hours, gender, age and professional category

		Full-time		Part-time	
		2022	2021	2022	2021
Gender	Women	357	359	25	25
	Men	746	717	7	8
Age	<30 years of age	107	102	3	2
	30-50 years of age	682	681	22	21
	>50 years of age	314	293	7	10
Professional category	Top management	1	1	-	-
	Executives	19	18	-	-
	Senior management	58	59	1	1
	Middle management	139	129	3	4
	Technicians	321	318	11	12
	Administrative staff	102	101	8	7
	Sales managers	92	93	-	-
	Auxiliary staff and operators	371	357	9	9
<b>TOTAL</b>		<b>1,103</b>	<b>1,076</b>	<b>32</b>	<b>33</b>

**Table 8.**  
Average headcount by country\*

	No. of employees	
	2022	2021
Andorra	8	7
Chile	206	195
China	112	122
Spain	809	785
<b>TOTAL</b>	<b>1,135</b>	<b>1,109</b>

\* Due to the scant materiality involved, the information on personnel-related matters does not include the companies in the United States or Ireland.



## Contents tables

**Table 9.**  
Turnover and dismissals by gender, age y professional category\*

		Dismissals		Resignations, end of contracts, etc.		Turnover rate	
		2022	2021	2022	2021	2022	2021
Gender	Women	19	22	46	59	17%	21%
	Men	31	45	97	100	17%	20%
Age	<30 years of age	12	11	71	69	81%	82%
	30-50 years of age	25	31	58	58	12%	13%
	>50 years of age	13	25	14	32	8%	18%
Professional category	Top management	-	-	-	-	-	-
	Executives	1	-	-	-	5%	-
	Senior management	2	1	2	1	7%	3%
	Middle management	-	4	7	10	5%	11%
	Technicians	13	13	33	19	14%	10%
	Administrative staff	6	8	7	5	12%	12%
	Sales managers	5	5	7	7	13%	13%
	Auxiliary staff and operators	23	36	87	117	29%	43%
<b>TOTAL</b>		<b>50</b>	<b>67</b>	<b>143</b>	<b>159</b>	<b>17%</b>	<b>20%</b>

**Table 11.**  
Minimum salary by country

	Annual initial minimum salary (€)		Annual local minimum salary (€)		Ratio	
	2022	2021	2022	2021	2022	2021
Andorra	€ 16,940.00	€ 20,534.76	€ 14,414.40	€ 13,457.64	1.18	1.53
Chile	€ 6,065.89	€ 5,213.10	€ 5,230.47	€ 4,505.15	1.16	1.16
China	€ 7,305.52	€ 4,282.71	€ 3,275.81	€ 2,799.48	2.23	1.53
Spain	€ 16,830.00	€ 17,264.86	€ 14,000.00	€ 13,300.00	1.20	1.30

**Table 10.**  
Accident rate by gender

	Women		Men	
	2022	2021	2022	2021
Occupational accidents with leave	3	3	18	17
Workdays lost due to occupational accidents with leave	25	13	654	692
Actual hours worked by employees	720,661	692,097	1,399,206	1,352,418
Frequency rate**	4.16	4.33	12.86	12.57
Severity rate***	0.03	0.02	0.47	0.51
Occupational illness	0	0	0	1
Deaths	0	0	0	0

**Table 12.**  
Profits obtained and income tax paid by country

Country	Profits obtained (€)		Income tax paid (€)	
	2022	2021	2022	2021
Andorra	€ 254,433	€ 139,263	€ 10,780	€ 3,618
Chile	€ 1,167,680	€ 1,597,027	€ 5,240	€ 0
China	€ -2,049,208	€ -653,634	€ 0	€ 0
Spain	€ -2,419,641	€ 993,747	€ 33,563	€ 0
United States	€ -387,259	€ -157,481	€ 0	€ 0
Ireland	€ 73,540	€ 155,695	€ 23,504	€ 18,546
<b>TOTAL</b>	<b>€ -3,360,455</b>	<b>€ 2,074,618</b>	<b>€ 73,087</b>	<b>€ 22,164</b>

\*Employees with discontinuous permanent contracts excluded from the turnover figures.

\*\*The frequency rate is calculated as the number of accidents/number of working hours per the collective agreement x 1,000,000.

\*\*\* The severity rate is calculated as days lost/ number of working hours per the collective agreement x 1,000.





## Contents tables

**Table 13.**  
Average remuneration by gender, age and professional category\*

		Average remuneration (€ gross)	
		2022	2021
Gender	Women	€ 34,289	€ 32,105
	Men	€ 43,863	€ 43,110
Age	<30 years of age	€ 20,334	€ 20,269
	30-50 years of age	€ 38,291	€ 36,490
	>50 years of age	€ 51,308	€ 51,216
Professional category	Executives	€ 249,444	€ 230,663
	Senior management	€ 100,183	€ 93,916
	Middle management	€ 57,895	€ 56,114
	Technicians	€ 33,107	€ 33,266
	Administrative staff	€ 24,871	€ 23,453
	Sales managers	€ 43,578	€ 42,547
	Auxiliary staff and operators	€ 22,897	€ 22,614

**Table 14.**  
Wage gap by professional category\*

	Men's gross salary per hour**		Women's gross salary per hour**		Wage gap***	
	2022	2021	2022	2021	2022	2021
Executives	€ 136.66	€ 129.65	€ 120.27	€ 107.09	12%	17%
Senior management	€ 58.44	€ 56.04	€ 40.90	€ 37.48	30%	33%
Middle management	€ 32.88	€ 33.11	€ 27.02	€ 24.66	18%	26%
Technicians	€ 18.92	€ 19.29	€ 16.23	€ 16.47	14%	15%
Administrative staff	€ 15.14	€ 15.00	€ 12.63	€ 11.76	17%	22%
Sales managers	€ 25.59	€ 24.78	€ 18.17	€ 19.39	29%	22%
Auxiliary staff and operators	€ 12.45	€ 12.66	€ 11.23	€ 10.66	10%	16%

Familia Torres defends equal pay. According to our **Remuneration Policy**, when an employee's salary is set the role to be performed is taken into account, regardless of gender, and there are salary brackets for each job position.

A wage gap continues to exist because the most positions of greatest responsibility are predominantly occupied by men. To reverse this situation, we are committed to gradually increasing the presence of women in these positions and reducing the wage gap.

Another factor that contributes to the wage gap is the disparity in the wage markets of the countries where we operate, such as China, Chile and Spain.

\*Remuneration and the wage gap for top management are not reported separately because there is only one person in this category. It is included in the executives category.

\*\*To calculate the gross salary per hour, the different working hours of the companies that make up Familia Torres have been taken into account, obtaining the average effective working hours according to the weight of the number of employees at each company.

\*\*\*The formula used to calculate the salary amounts was: ((Average remuneration of for men – Average remuneration of women) / Average remuneration of men) x 100. (Positive gap = % in which the average salary of women is lower than the average salary of men; negative gap = % in which the average salary of women is higher than the average salary of men).



## Contents tables under Law 11/2018

Contents of Spanish Non-Financial Information and Diversity Law 11/2018	GRI Standard	Reference page	Observations
<b>GENERAL DISCLOSURES</b>			
Brief description of the group's business model, including its business environment, organization and structure, the markets in which it operates, its objectives and strategies and the main factors and trends that could affect its future development	GRI 2-1 GRI 2-2 GRI 2-6 GRI 2-9	3-4, 7-20, 31-32, 62, 65, 70	In 2022 we acquired a logistics company "Colomé Angelats", the company Fransola, S.A. and a winery in Galicia. We also opened a new wine shop, "El petit Celler Garraf". However, we have closed "The Wine House", the restaurant located on Paseo de Gracia in Barcelona. Familia Torres has its own distributors in four countries in Europe, Asia and South America. It also has a network of customers with which it has distribution agreements. In 2022 Familia Torres sold to distributors from 112 countries.
Reporting framework used and reporting period	GRI 2-3	62	
Materiality analysis	GRI 3-1 GRI 3-2	63	
Organisation's stakeholders	GRI 2-29	64	
<b>INFORMATION ON ENVIRONMENTAL MATTERS</b>			
Policies and main risks	GRI 2-22 GRI 2-23 GRI 2-24 GRI 2-25	30-33, 35-36, 41-43, 70	With regard to the vineyards (physical risks), the risks identified are: 1. The most common extreme meteorological phenomena (drought, hail, frost) which can damage the harvest (higher costs, potential procurement risk). 2. Increase in average temperatures, which means bringing forward the harvest, grapes with lower acidity levels when harvested and/or higher sugar content resulting in higher alcoholic strength (potential negative effect on end product). 3. Need to substitute varieties (increased costs). 4. Lower rainfall. With regard to wineries (regulatory risks): 1. Difficulties with the supply and/or price increases of auxiliary materials due to CO2 taxes. 2. CO <sub>2</sub> taxes applied to the company's operations. With regard to consumers (social risks): 1. The increase in average temperature could change consumer habits resulting in a preference for wines of lower alcoholic strength.
<b>General information</b>			
Current and foreseeable effects of the company's activities on the environment and, where applicable, on health and safety	GRI 3-3 GRI 2-27	30-32	No environmental laws or regulations were infringed in 2022.
Environmental assessment or certification procedures	GRI 3-3	30, 35-36, 41	
Resources used to prevent environmental risks	GRI 3-3	30	
Application of the precautionary principle	GRI 2-23	30, 70	The company has insurance with environmental cover. The total cover is € 3,000,000 and it applies to the Familia Torres Spain's wineries.
Provisions and guarantees for environmental risks	GRI 3-3	30, 70	No provisions were recognised in relation to environmental risks.
<b>Pollution</b>			
Measures to prevent, reduce or redress emissions that seriously affect the environment, taking into account any type of activity-specific atmospheric pollutants including noise and light pollution	GRI 305-7	-	Immaterial



## Contents tables under Law 11/2018

Contents of Spanish Non-Financial Information and Diversity Law 11/2018	GRI Standard	Reference page	Observations
<b>Circular economy and waste prevention and management</b>			
Prevention measures, recycling, reuse, other forms of recovery and elimination of waste	GRI 306-1 (v.2020) GRI 306-2 (v.2020) GRI 306-3 (v.2020) GRI 306-4 (v.2020) GRI 306-5 (v.2020)	42-43	
Actions to reduce food waste	GRI 3-3	43	
<b>Sustainable use of resources</b>			
Water consumption and supply in accordance with local limitations	GRI 303-1 (v.2018) GRI 303-3 a), b) and d) (v.2018) GRI 303-5 (v.2018)	41, 71	The public indicator Baseline Water Stress (BWS) has been reviewed, which classifies the level of water stress in the regions of Spain where Familia Torres' facilities are located, together with other water stress indicators and maps. Based on this review, we have declared that all the facilities in Spain are located in areas classified as high reference water stress regions, with the exception of Priorat, Rías Baixas, Batea, Plans de Mora and Constantí (whose average annual reference water stress is low or low-medium). In Chile, the production plant in Curicó (Maule region), the logistics warehouse and La Bodeguita (metropolitan region) are located in areas classified as suffering water scarcity.  We control our water withdrawals through public authorities or private irrigation network management companies and never make water withdrawals affecting protected areas under international or domestic legislation, biodiversity or local communities and/or indigenous people.  The total water withdrawn in 2022 was 900.97 ML*, from the following sources: water from third parties (35.02 ML), surface water—including rain water— (676.31 ML) and underground water (189.64 ML). The water withdrawn in zones suffering water stress totalled 890.79 ML.
Consumption of raw materials and measures taken to improve the efficiency of their use	GRI 301-1 GRI 301-2	37, 42, 57-58	
Direct and indirect energy consumption, measures adopted to improve energy efficiency and use of renewable energies	GRI 302-1 GRI 302-3 GRI 302-4	36-39, 57-60	The IDAE (Spanish Institute for Energy Diversification and Saving) was the source of the conversion factor used for the energy consumption data.
<b>Climate change</b>			
Greenhouse gas emissions	GRI 305-1 GRI 305-2 GRI 305-3 GRI 305-4	35, 71	The calculation of the carbon footprint takes into account the greenhouse gas emissions included in the Kyoto Protocol and those which the Intergovernmental Panel on Climate Change (IPCC) has defined as having global warming potential (GWP).  The emissions produced by Miguel Torres in 2022 totalled 4,143.0 tCO <sub>2</sub> eq (scope 1), 1,626.8 tCO <sub>2</sub> eq (scope 2) and 52,095.3 tCO <sub>2</sub> eq (scope 3). At Miguel Torres Chile they totalled 1,396 tCO <sub>2</sub> eq (scope 1), 339 tCO <sub>2</sub> eq (scope 2) and 5,588 tCO <sub>2</sub> eq (scope 3).  With respect to Miguel Torres, the carbon footprint calculation included the biogenic CO <sub>2</sub> from the reforestation projects (1,572.1 tCO <sub>2</sub> eq).
Measures adopted to adapt to the consequences of climate change	GRI 3-3	31-34, 40, 57-60	
Medium and long-term targets voluntarily set for the reduction of greenhouse gas emissions	GRI 305-5	35	The base year used for Miguel Torres is 2008, whereas for Miguel Torres Chile it is 2018.

\*Megalitres.





## Contents tables under Law 11/2018

Contents of Spanish Non-Financial Information and Diversity Law 11/2018	GRI Standard	Reference page	Observations
<b>Protection of biodiversity</b>			
Measures taken to preserve or restore biodiversity	GRI 304-2 GRI 304-3	33-34, 57-59	With regard to the significant impacts of the biodiversity activities, it should be noted that there were no changes in the use of land in 2022.
Impacts caused by activities or operations in protected areas	GRI 304-1 GRI 304-2 GRI 304-4	33-34, 72	12 of our vineyards are located in protected areas and have a surface area of 1,214.1 hectares. In 2022, 1,245 species included on the IUCN Red List with habitats in areas affected by our agricultural activity were detected (1,035 of which were classified as being of "least concern").
<b>INFORMATION ON SOCIAL AND PERSONNEL-RELATED MATTERS</b>			
Policies and main risks	GRI 2-22 GRI 2-23 GRI 2-24 GRI 2-25	23-28	
<b>Employment</b>			
Total number of employees and breakdown by country, gender, age and professional category	GRI 2-7 GRI 2-8 a) GRI 405-1 a. i.) and b)	19, 23, 66-67, 72	The only outsourced activities are cleaning and security at the facilities. Workers are only hired through temporary employment agencies for specific peak work periods and they do not carry out any significant activities in terms of the business, except for the harvest workers.
Total number and distribution of employment contracts by type and annual average number of permanent, temporary and part-time contracts by gender, age and professional category	GRI 2-7	66-67	
Number of dismissals by gender, age and professional category	GRI 401-1 b)	68	
Average remuneration and remuneration trends by gender, age and professional category or equivalent value	GRI 405-2 a)	69	
Wage gap	GRI 405-2 a)	69	
Remuneration of identical job positions or average remuneration at the company	GRI 202-1	68	
Average remuneration, by gender, of directors and executives	GRI 2-19 a)	72	Senior executive remuneration is not reported separately for confidentiality reasons since only one person is included in that category.
Implementation of disconnection from work measures	GRI 3-3	24	
Employees with a disability	GRI 405-1 b. iii.)	27	
<b>Organisation of work</b>			
Organisation of working hours	GRI 3-3	23	
Absenteeism (number of hours)	GRI 403-9 a), b), d), e), f) and g) (v.2018)	24	
Measures to facilitate work-life balance and encourage shared parental responsibility	GRI 3-3	24	



## Contents tables under Law 11/2018

Contents of Spanish Non-Financial Information and Diversity Law 11/2018	GRI Standard	Reference page	Observations
<b>Health and safety</b>			
Healthy and safe working conditions	GRI 403-1 (v.2018) GRI 403-2 (v.2018)	28	
Industrial accidents (frequency and severity) broken down by gender	GRI 403-9 a), b), d), e), f) y g) (v.2018)	28, 68	The frequency rate is calculated per 1,000,000 hours worked.
Occupational illnesses (frequency and seriousness) broken down by gender	GRI 403-10 a), b), d) y e) (v.2018)	68	
<b>Labour relations</b>			
Organisation of social dialogue, including procedures for informing, consulting and negotiating with employees	GRI 2-29	73	The employees are represented by a Works Council at Miguel Torres (4 meetings in 2022) and employee representatives/delegates at Miguel Torres Chile (12 meetings), Torres Ecològic (1 meeting) and Familia Torres China.
Percentage of employees covered by collective agreements by country	GRI 2-30 GRI 402-1	73	All of our employees in Spain, Chile and China are covered by collective bargaining agreements. The minimum notice periods on operational changes stipulated by the applicable collective bargaining agreements are met, and as far as possible it is attempted to extend them.
Assessment of collective agreements, particularly in the occupational health and safety area	GRI 403-1 (v.2018) GRI 403-4 (v.2018)	28	
<b>Training</b>			
Training policies implemented	GRI 3-3 GRI 404-2 a)	25	
Total number of training hours by professional category	GRI 404-1	25	The average number of hours of training per employee was 9.46. By professional category, they were 20.26 for executives; 15.73 for senior management; 23.69 for middle management; 11.81 for technicians; 5.94 for administrative staff; 5.32 for sales managers and 2.55 for auxiliary staff and operators. By gender, the average hours of training were 8.43 hours for men and 11.48 for women.
<b>Universal accessibility for people with disabilities</b>	GRI 3-3	73	All of our facilities open to the public, such as restaurants and visitor centres, have universal accessibility.
<b>Equality</b>			
Measures adopted to promote equal treatment and opportunities for women and men	GRI 3-3	26	
Equality plans	GRI 3-3	26	
Measures adopted to promote employment	GRI 3-3 GRI 404-2 a)	23-27	
Protocols against sexual and gender-based harassment	GRI 3-3	26	One case of harassment was reported in 2022.
Integration of, and universal accessibility for, people with disabilities	GRI 3-3	27	
Anti-discrimination policy and, where appropriate, diversity management policy	GRI 3-3 GRI 406-1	26	No cases of discrimination were reported in 2022.



## Contents tables under Law 11/2018

Contents of Spanish Non-Financial Information and Diversity Law 11/2018	GRI Standard	Reference page	Observations
<b>INFORMATION ON RESPECT FOR HUMAN RIGHTS</b>			
Policies and main risks	GRI 2-22 GRI 2-23 GRI 2-24 GRI 2-25	50, 52, 74	The risks identified in connection with human rights in the value chain are as follows: <ul style="list-style-type: none"> <li>• Forced or compulsory labour at suppliers' or distributors' operational sites.</li> <li>• Child labour at suppliers' or distributors' operational sites.</li> <li>• Abolition of the rights of indigenous communities at suppliers' or distributors' operational sites.</li> <li>• Discrimination on grounds of race, gender, religion etc. at Familia Torres' operational sites and those of suppliers and distributors.</li> <li>• Physical, verbal, sexual or psychological harassment at Familia Torres' operational sites and those of suppliers and distributors.</li> <li>• Human trafficking and sexual exploitation at suppliers' or distributors' operational sites.</li> <li>• Denying employees the right to voice their needs and opinions at Familia Torres' operational sites and those of suppliers and distributors.</li> <li>• Denying freedom of association and the right to collective bargaining at Familia Torres' operational sites and those of suppliers and distributors.</li> <li>• Unsafe working environment for employees of Familia Torres, suppliers and distributors.</li> <li>• Discriminatory practices concerning employment and occupation for the employees of Familia Torres, suppliers and distributors.</li> <li>• Corruption at Familia Torres' operational sites and those of suppliers and distributors.</li> </ul>
Application of due diligence procedures in human rights matters	GRI 3-3	20, 46, 50, 52	
Prevention of risks of human rights violations and, where appropriate, measures to mitigate, manage and redress any abuses committed	GRI 3-3 GRI 410-1 GRI 412-1	20, 46, 50, 52	No human rights impact assessments were performed but in the supplier approval process an analysis of the existence of any human rights charges or penalties is carried out.
Complaints of violations of human rights	GRI 2-26 GRI 2-27	20, 50, 74	2 reports of human rights violations were received in 2022.
Promotion and fulfilment of the provisions of the fundamental conventions of the ILO	GRI 3-3 GRI 407-1 GRI 408-1 GRI 409-1	46, 50	
<b>INFORMATION ON COMBATING CORRUPTION AND BRIBERY</b>			
Policies and main risks	GRI 2-22 GRI 2-23 GRI 2-24 GRI 2-25 GRI 205-1 b)	19-20, 46, 74	The risks identified in this connection are: achieving goals through bribery of suppliers or customers, accepting gifts and favours for personal gain, facilitation payments to expedite public authority procedures, unauthorised persons conducting dealings with public authorities and failure to account for cash movements not supported by agreements or purchase or sale invoices.
Measures adopted to prevent corruption and bribery	GRI 3-3 GRI 205-2 b) and e) GRI 205-3	20, 46, 74	In 2022 101 ethics and anti-corruption training sessions were held. It should be noted that 92% of our workforce in Spain and 100% of the workforce in Andorra have received ethics and anti-corruption training.
Anti-money laundering measures	GRI 3-3	74	Although Familia Torres is not obliged to do so, we have identified the anti-money laundering risks and a control plan designed and implemented to prevent them.
Contributions to foundations and non-profit entities	GRI 3-3 GRI 201-1 GRI 203-2 a) GRI 415-1	17, 51-54	No contributions were made to political parties or representatives.





## Contents tables under Law 11/2018

Contents of Spanish Non-Financial Information and Diversity Law 11/2018	GRI Standard	Reference page	Observations
<b>INFORMATION ON SOCIETY</b>			
Policies and main risks	GRI 2-22 GRI 2-23 GRI 2-24 GRI 2-25	45-48, 51-52	
<b>The company's sustainable development commitments</b>			
Impact of the company's activity on employment, local development, local population and the region	GRI 203-2 a) GRI 204-1	18, 51-54, 75	No operations with significant negative impacts on local communities were identified.
Relationships and dialogue with local community players	GRI 2-29	64	
Association or sponsorship activities	GRI 2-28	51, 59	
<b>Subcontracting and suppliers</b>			
Inclusion of social, gender equality and environmental matters in the procurement policy	GRI 3-3	46	
Consideration of social and environmental responsibilities in supplier and subcontractor relationships	GRI 3-3 GRI 308-1 GRI 414-1	46	
Supervisory systems, audits and audit findings	GRI 308-2 a) and c) GRI 414-2 a) and c)	20, 46	
<b>Consumers</b>			
Consumer health and safety measures	GRI 3-3 GRI 416-1 GRI 417-1	45-47	Health and safety impacts are assessed for all of our significant product categories and all reporting and labelling requirements are met.
Grievance mechanisms, complaints received and their resolution	GRI 2-25 GRI 2-26 GRI 416-2 GRI 417-2 GRI 418-1	47, 75	In 2022 38 complaints were received about products and 6 about services. Of those, 3 were complaints in relation to food safety, all of which were addressed and resolved, and it was determined that there is no food safety risk. No complaints were received in relation to the failure to meet statutory labelling requirements with an impact on the health and safety of consumers.  We guarantee the privacy of our customers' data through, inter alia: the general personal data protection policy, the specific procedures for exercising rights and the privacy policies of each website. In 2022 no complaints were received in relation to customer data leaks or losses.
<b>Tax information</b>			
Profits obtained by country	GRI 207-4 a), b. iii. iv. v. vi. viii. ix.) (v.2019)	68	Our corporate tax policy consists of ensuring compliance with the applicable tax legislation in each territory in which Familia Torres operates in accordance with the long-term business strategy, avoiding tax risks and tax inefficiencies in our operations.
Income tax paid	GRI 207-4 a), b. iii. iv. v. vi. viii. ix.) (v.2019)	68	
Public grants received	GRI 201-4	17, 75	Grants totalling € 845,794.71 were received.



## GRI contents index

GRI Standard	Contents	Reference page	Direct response/Omissions	External assurance
<b>Declaration of use</b>	Familia Torres has presented the information referred to in this GRI content index for the period from 1 January 2022 to 31 December 2022 using the GRI Standards as reference.			
<b>GRI 1 used</b>	GRI 1: Foundation 2021			
<b>GENERAL DISCLOSURES</b>				
<b>GRI 2: GENERAL CONTENT 2022</b>				
<b>ORGANIZATIONAL PROFILE</b>				
2-1	Organizational details	62	Calle Miquel Torres i Carbo, 6, Vilafranca del Penedés, Barcelona. Familia Torres has its own distributors in four countries in Europe, in Asia and in South America. It also has a network of customers with which it has distribution agreements. In 2022 Familia Torres sold to distributors from 112 countries.	✓
2-2	Entities included in the organization's sustainability reporting	62		✓
2-3	Reporting period, frequency and contact point	63	2022 (calendar year, ending on 31 December). Annual. Contact point: <a href="mailto:sostenibilidad@torres.es">sostenibilidad@torres.es</a> Miquel Torres i Carbó, 6 08720 - Vilafranca del Penedès Barcelona – Spain	✓
2-4	Restatements of information		No changes with respect to preceding year.	✓
2-5	External assurance		The information on the GRI Standards in this content index was subject to external assurance.	✓
2-6	Activities, value chain and other business relationships	46; 51	In 2022 Familia Torres sold to distributors from 112 countries. The quantity of products launched on the market is considered confidential. The disclosure of such information will be evaluated in the coming years. In 2022 a logistics company, "Colomé Angelats", the company Fransola S.A. and a winery in Galicia were acquired. We also opened a new wine shop, "El petit Celler Garraf". In addition, we closed "The Wine House", a restaurant located on Paseo de Gracia in Barcelona. There were no significant changes in the share capital structure or in the location of significant suppliers as the company is committed to creating long-lasting relationships based on trust.	✓
2-7	Employees	66-68		✓
2-8	Governance structure and composition	19-20		✓
2-12	Role of the highest governance body in overseeing the management of impacts	19-20		✓
2-22	Statement on sustainable development strategy	3		✓
2-23	Policy commitments	23-28; 30-36; 41-43; 45-46; 50-52; 70; 74		✓
2-24	Embedding policy commitments	23-28; 30-36; 41-43; 45-46; 50-52; 70; 74		✓
2-25	Processes to remediate negative impacts	23-28; 30-36; 41-43; 45-46; 50-52; 70; 74		✓



## GRI contents index

GRI Standard	Contents	Reference page	Direct response/Omissions	External assurance
2-26	Mechanisms for seeking advice and raising concerns	20; 50; 74		✓
2-27	Compliance with laws and regulations	20; 30-32; 50; 70		✓
2-28	Membership associations	51; 59		✓
2-29	Approach to stakeholder engagement	64		✓
2-30	Collective bargaining agreements		<p>All of our employees in Spain, Chile and China are covered by collective bargaining agreements.</p> <p>The employees are represented by a works council at Miguel Torres (4 meetings in 2022) and employee representatives/delegates at Miguel Torres Chile (12 meetings), Familia Torres China and Torres Ecològic (1 meeting).</p> <p>The minimum notice periods concerning operational changes stipulated in the applicable collective agreement are observed and, where possible, an effort is made to extend them.</p>	✓
<b>MATERIAL TOPICS</b>				
<b>CLIMATE CHANGE</b>				
<b>GRI 3: MATERIAL TOPICS 2022</b>				
3-3	Management of material topics	34		✓
<b>GRI 305: EMISSIONS</b>				
305-1	Direct (Scope 1) GHG emissions	35	<p>The calculation of the carbon footprint takes into account the greenhouse gas emissions included in the Kyoto Protocol and those which the Intergovernmental Panel on Climate Change (IPCC) has defined as having global warming potential (GWP). The scope 1 emissions produced by Miguel Torres in 2022 totalled 4,143.0 tCO<sub>2</sub>eq and 1,396 tCO<sub>2</sub>eq at Miguel Torres Chile.</p> <p>With respect to Miguel Torres, the carbon footprint calculation included the biogenic CO<sub>2</sub> from the reforestation projects (1,572.1 tCO<sub>2</sub>eq).</p>	✓
305-2	Energy indirect (Scope 2) GHG emissions	35	<p>The calculation of the carbon footprint takes into account the greenhouse gas emissions included in the Kyoto Protocol and those which the Intergovernmental Panel on Climate Change (IPCC) has defined as having global warming potential (GWP). The scope 2 emissions produced by Miguel Torres in 2021 totalled 1,628.8 tCO<sub>2</sub>eq and 339 tCO<sub>2</sub>eq at Miguel Torres Chile.</p>	✓
305-3	Other indirect (Scope 3) GHG emissions	35	<p>The calculation of the carbon footprint takes into account the greenhouse gas emissions included in the Kyoto Protocol and those which the Intergovernmental Panel on Climate Change (IPCC) has defined as having global warming potential (GWP). The scope 3 emissions produced by Miguel Torres in 2021 totalled 52,095.3 tCO<sub>2</sub>eq and 5,588 tCO<sub>2</sub>eq at Miguel Torres Chile.</p>	✓
305-4	GHG emissions intensity	35		✓
305-5	Reduction of GHG emissions	35; 40	The base year used for Miguel Torres is 2008, while that used for Miguel Torres Chile is 2018.	✓
<b>QUALITY MANAGEMENT</b>				
<b>GRI 3: MATERIAL TOPICS 2022</b>				
3-3	Management of material topics	45		✓





## GRI contents index

GRI Standard	Contents	Reference page	Direct response/Omissions	External assurance
<b>R&amp;D&amp;I PROJECTS</b>				
<b>GRI 3: MATERIAL TOPICS 2022</b>				
3-3	Management of material topics	56-58		✓
<b>IMPACT AND SOCIAL ACTION</b>				
<b>GRI 3: MATERIAL TOPICS 2022</b>				
3-3	Management of material topics	51-54		✓
<b>NEW REQUIREMENTS (ECOLOGICAL, SUSTAINABLE, ORGANIC, OTHER)</b>				
<b>GRI 3: MATERIAL TOPICS 2022</b>				
3-3	Management of material topics	10-16; 48		✓
<b>WATER MANAGEMENT</b>				
<b>GRI 3: MATERIAL TOPICS 2022</b>				
3-3	Management of material topics	41		✓
<b>GRI 303: WATER (2018)</b>				
303-1	Interactions with water as a shared resource	41	<p>In Spain, all the regions with facilities are classified as high water stress regions, except for Priorat, Rías Baixas, Batea, Plans de Mora and Constantí (whose average annual reference water stress is low or low-medium), according to the BWS (Baseline Water Stress) and WRF (Water Risk Filter) indicators. In Chile, the production plant in Curicó (in the Maule region), the logistics centre and La Bodeguita (metropolitan region) are all in areas classified as suffering water scarcity.</p> <p>We control our water withdrawals through public authorities or private irrigation network management companies and never make water withdrawals affecting protected areas under international or domestic legislation, biodiversity or local communities and/or indigenous people.</p> <p>The total water withdrawn in 2022 was 616.5 ML, from the following sources: water from third parties (23.2 ML), surface water –including rain water– (432.2 ML) and underground water (161.1 ML). The water withdrawn in zones suffering water stress totalled 890.79 ML.</p>	✓
<b>TRAINING AND DEVELOPMENT</b>				
<b>GRI 3: MATERIAL TOPICS 2022</b>				
3-3	Management of material topics	25		✓
<b>GRI 404: TRAINING AND EDUCATION</b>				
404-1	Average hours of training per year per employee	25	The average number of hours of training per employee was 9.46 hours. By professional category, training hours were 20.26 for executives, 15.73 for senior management, 23.69 for middle management, 11.81 for technicians, 5.94 for administrative staff, 5.32 for sales managers and 2.55 for auxiliary staff and operators. By gender, average training hours were 8.43 for men and 11.48 for women.	✓



## GRI contents index

GRI Standard	Contents	Reference page	Direct response/Omissions	External assurance
<b>ENERGY RESOURCES</b>				
<b>GRI 3: MATERIAL TOPICS 2022</b>				
3-3	Management of material topics	35-39		✓
<b>GRI 302: ENERGY</b>				
302-1	Energy consumption within the organization	35-39	The IDAE (Spanish Institute for Energy Diversification and Saving) was the source of the conversion factors used for the energy consumption data.	✓
302-3	Energy intensity	35-39		✓
302-4	Reduction of energy consumption	35-39		✓
302-5	Reductions in energy requirements of products and services	35-39		✓
<b>CIRCULAR ECONOMY AND WASTE</b>				
<b>GRI 3: MATERIAL TOPICS 2022</b>				
3-3	Management of material topics	42-43		✓
<b>GRI 301: MATERIALS</b>				
301-1	Materials used by weight or volume	42		✓
301-2	Recycled input materials used	42		✓
<b>GRI 306: WASTE (2020)</b>				
306-2	Management of significant waste-related impacts	43		✓
<b>ENVIRONMENTAL MANAGEMENT SYSTEM</b>				
<b>GRI 3: MATERIAL TOPICS 2022</b>				
3-3	Management of material topics	30	No environmental laws or regulations were infringed in 2022.	✓
<b>HEALTH AND SAFETY</b>				
<b>GRI 3: MATERIAL TOPICS 2022</b>				
3-3	Management of material topics	28		✓
<b>GRI 403: OCCUPATIONAL HEALTH AND SAFETY (2018)</b>				
403-1	Occupational health and safety management system	28		✓
403-2	Hazard identification, risk assessment, and incident investigation	28		✓
403-4	Worker participation, consultation, and communication on occupational health and safety	28		✓



## GRI contents index

GRI Standard	Contents	Reference page	Direct response/Omissions	External assurance
<b>REPUTATIONAL IMPACT AND BRAND MANAGEMENT</b>				
<b>GRI 3: MATERIAL TOPICS 2022</b>				
3-3	Management of material topics	7-8; 19-20; 64		✓
<b>GRI 417: MARKETING AND LABELING</b>				
417-1	Requirements for product and service information and labeling		All of our processed products are evaluated for information and labelling compliance.	✓
417-2	Incidents of non-compliance concerning product and service information and labeling		No complaints were received in relation to any failure to comply with legal labelling requirements with an impact on consumer health and safety.	✓
<b>BIODIVERSITY</b>				
<b>GRI 3: MATERIAL TOPICS 2022</b>				
3-3	Management of material topics	33-34		✓
<b>GRI 304: BIODIVERSITY</b>				
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		12 of our vineyards are located in protected areas and have a surface area of 1,214.1 hectares.	✓
304-2	Significant impacts of activities, products, and services on biodiversity	33-34	With regard to the significant impacts of the biodiversity activities, it should be noted that there were no changes in the use of land in 2022.	✓
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations		In 2022, 1,245 species included on the IUCN Red List with habitats in areas affected by our agricultural activity were detected (1,035 of which were classified as being of "least concern").	✓
<b>LOCAL COMMUNITY RELATIONS</b>				
<b>GRI 3: MATERIAL TOPICS 2022</b>				
3-3	Management of material topics	51-52		✓
<b>GRI 413: LOCAL COMMUNITIES</b>				
413-1	Operations with local community engagement, impact assessments, and development programs	51-52		✓
413-2	Operations with significant actual and potential negative impacts on local communities	51-52	No operations with significant negative impacts on local communities were identified.	✓
<b>SUSTAINABILITY STRATEGY</b>				
<b>GRI 3: MATERIAL TOPICS 2022</b>				
3-3	Management of material topics	7-8; 18; 19-20		✓



FAMILIA  
**TORRES**

